

NOAA's Office of Oceanic & Atmospheric Research
FY 2014 Annual EEO Program Status Report
Management Directive (MD) - 715

Permanent Federal Employees



Notes and Acronyms:

The Annual EEO Program Status Report is for Permanent Federal Employees for FY 14 (10/1/2013 to 9/30/2014). The source of the Employee Demographic Data is from the Management Directive (MD) 715 – EEOC Workforce Data Tables from the National Finance Center (NFC) Personnel Payroll database. The OAR EEO Office produces this report following EEOC instructions, and the purpose is to identify barriers that limit employment opportunities in the Federal workforce. We have included a chart for employees that have been employed at OAR for less than 10 years (page 6). This is not a requirement by the EEOC, but a request made by OAR.

On 3/21/2011, Workforce Management Office did a NOAA wide re-survey of the workforce's Ethnicity and Race Identification (ERI), Gender and Disability. Employees were requested to update their ERI, gender and disability status through the Employee Personnel Page (EPP). The OAR EEO Office requested all OAR employees to comply with the NOAA wide re-survey. The EEO Office requests that laboratory directors continue to have their employees update their information in the EPP so that our office can ensure accurate and up to date statistical information. There are several discrepancies noted in this report with an asterisk. Laboratories have been notified but action to change the ERI coding have not taken place as of the date of the report.

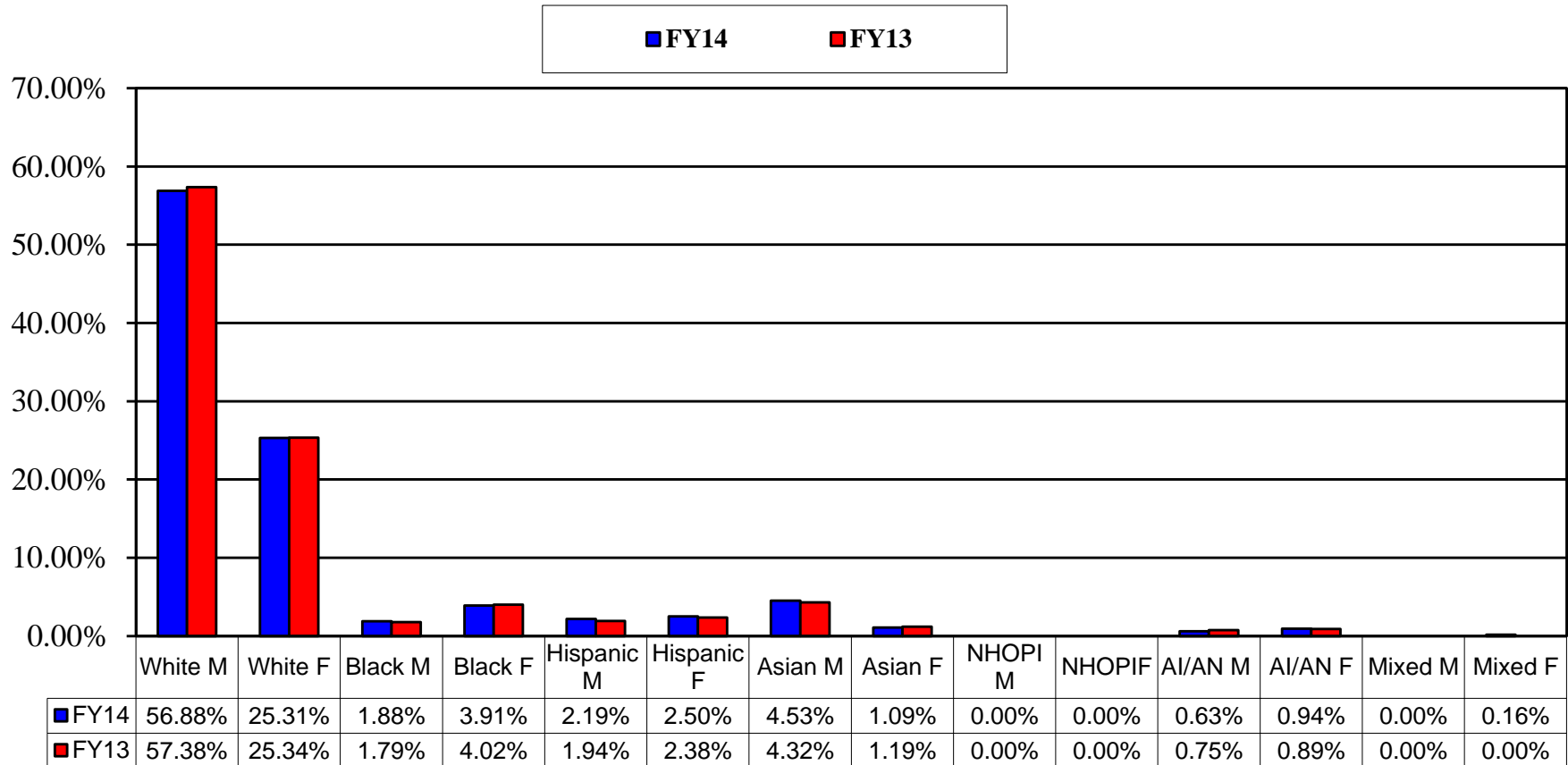
AI/AN – American Indian/Alaska Native.

CLF – Civilian Labor Force for 16 years and over. Data is from the 2006-2010 American Community Survey EEO Tabulation, U.S. Census Bureau. The CLF data is used for each laboratory/program office. Per EEOC, if vacancies are advertised nationwide, agencies must compare data with the national CLF data.

Total OAR Permanent Workforce - Current and Prior year by Race/Ethnicity

Total Employees FY14 = 640

Total Employees FY13 = 671



NHOPI = Native Hawaiian or Other Pacific Islander

AI/AN = American Indian/Alaska Native

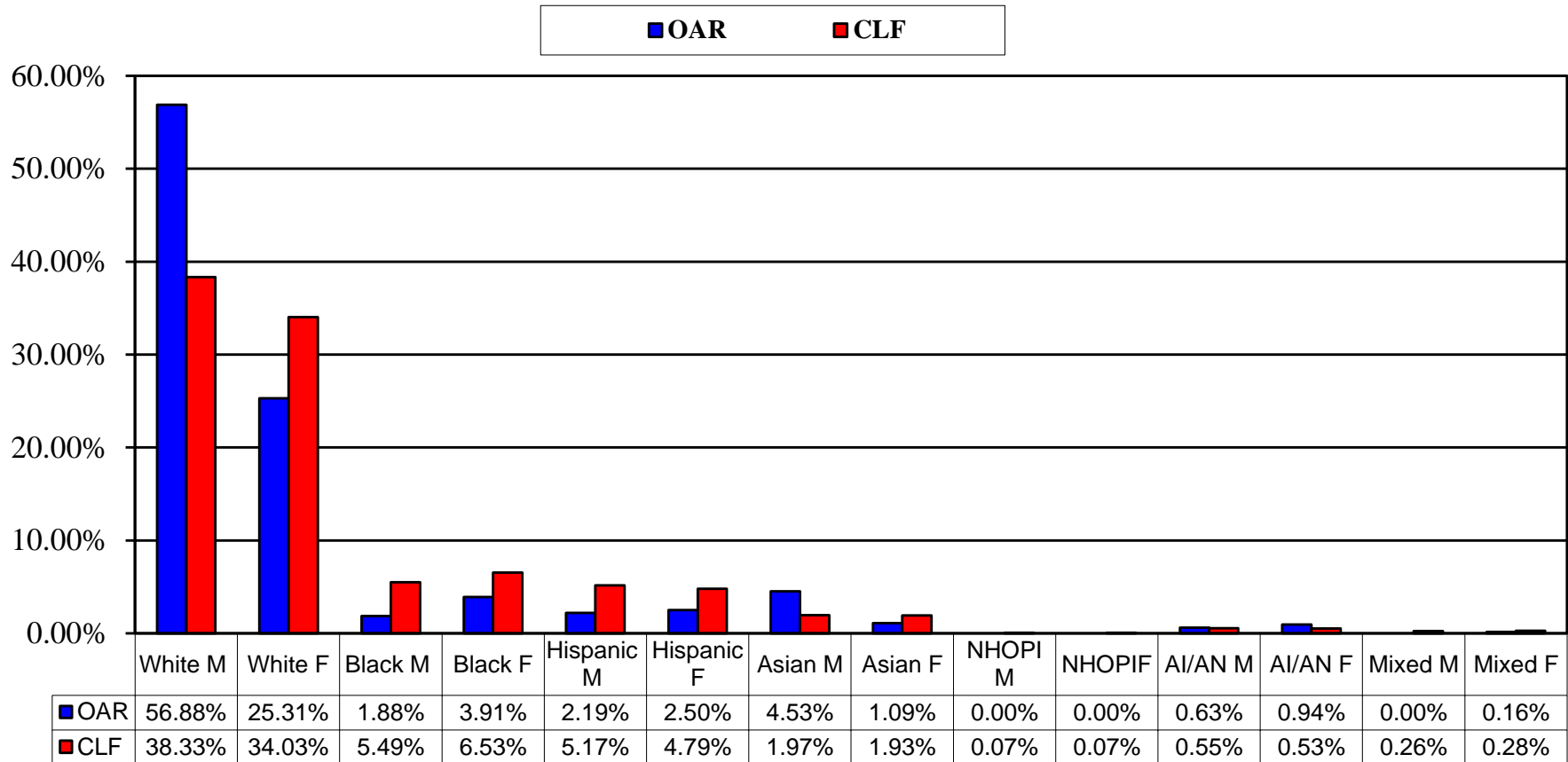
Mixed = Two or More Races

M= Male/ F=Female

Total OAR Permanent Workforce

Total Employees = 640

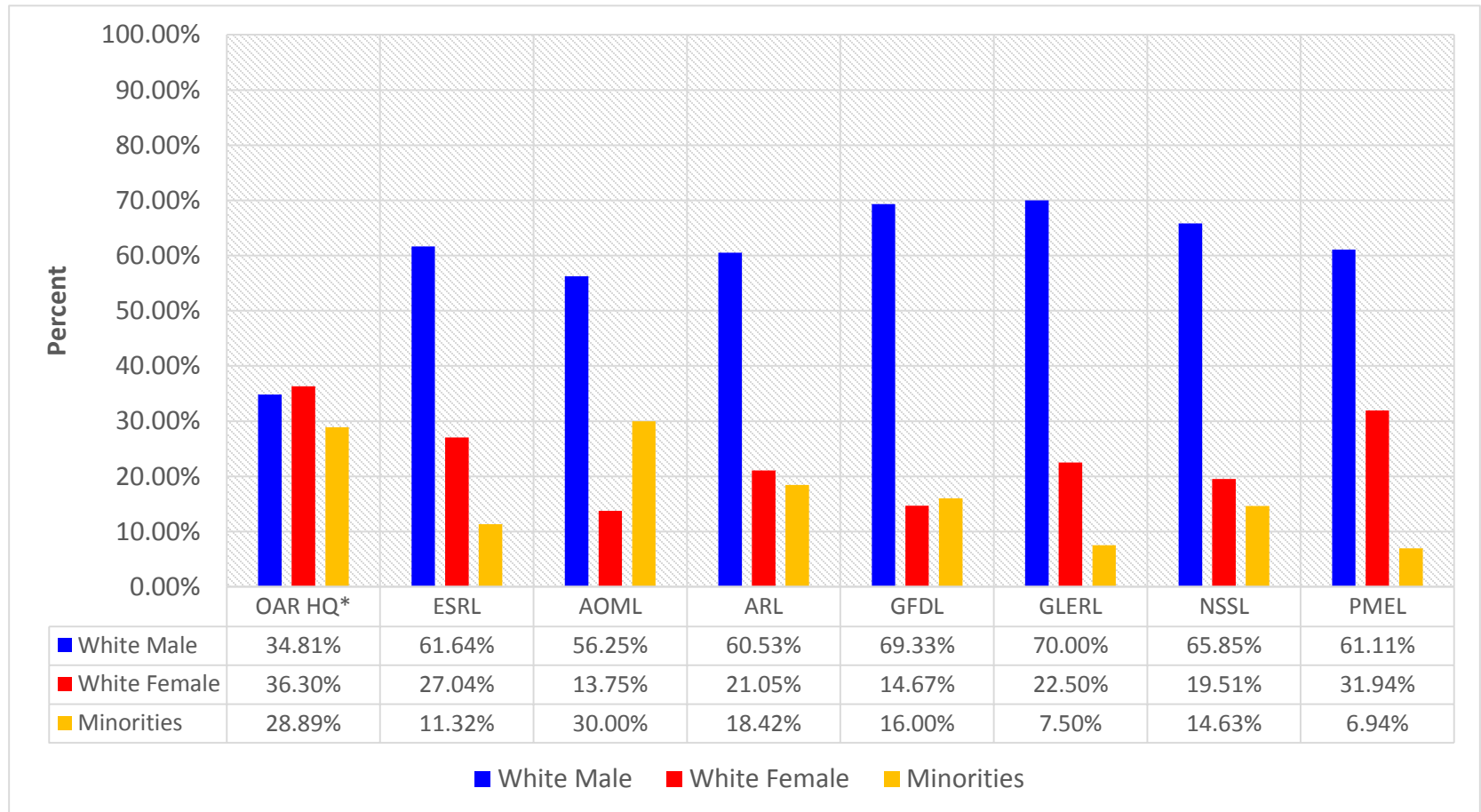
Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



NHOPI = Native Hawaiian or Other Pacific Islander
 AI/AN = American Indian/Alaska Native
 Mixed = Two or More Races

M= Male/ F=Female

Total OAR Permanent Workforce Gender/Minority by Lab/Program

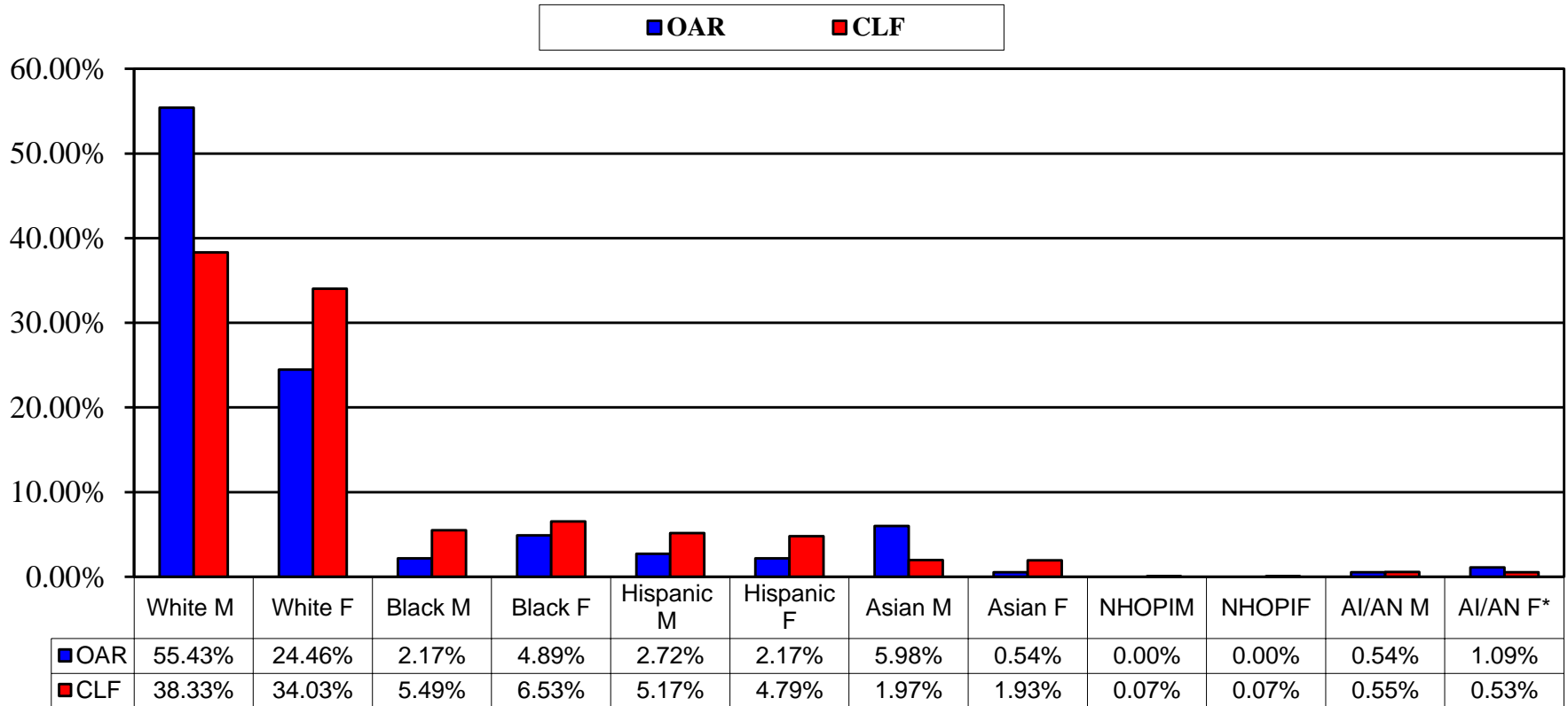


Includes all of OAR HQ components, NSGC, CPO, and OER.

Total OAR Permanent Workforce - Employees less than 10 Years of Service

Total Employees = 184

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



NHOPI = Native Hawaiian or Other Pacific Islander
 AI/AN = American Indian/Alaska Native
 Mixed = Two or More Races

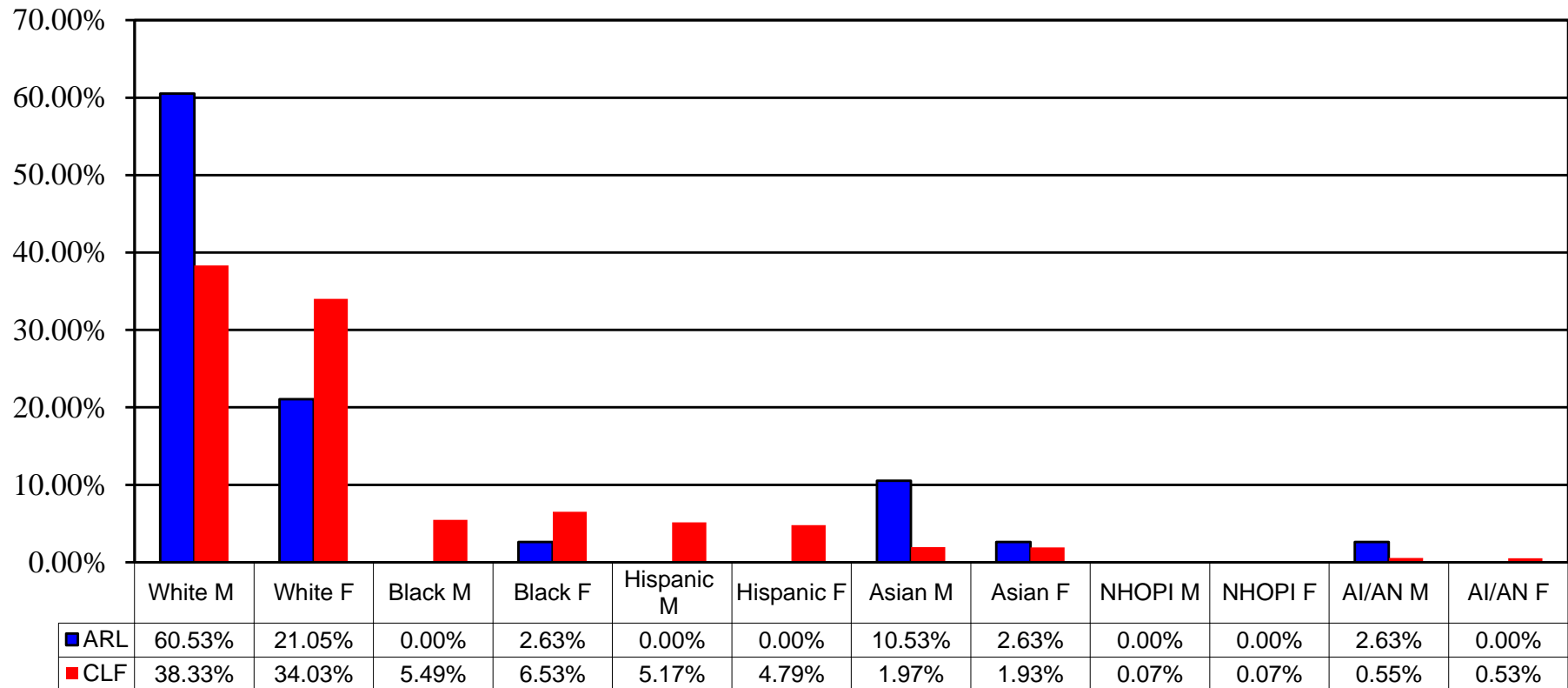
M= Male/ F=Female

*ERI coded incorrectly as American Indian instead of Asian. The laboratory was notified but action has not been taken to correct the ERI.

OAR PERMANENT WORKFORCE BY COMPONENT - ARL

Total Employees = 39

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



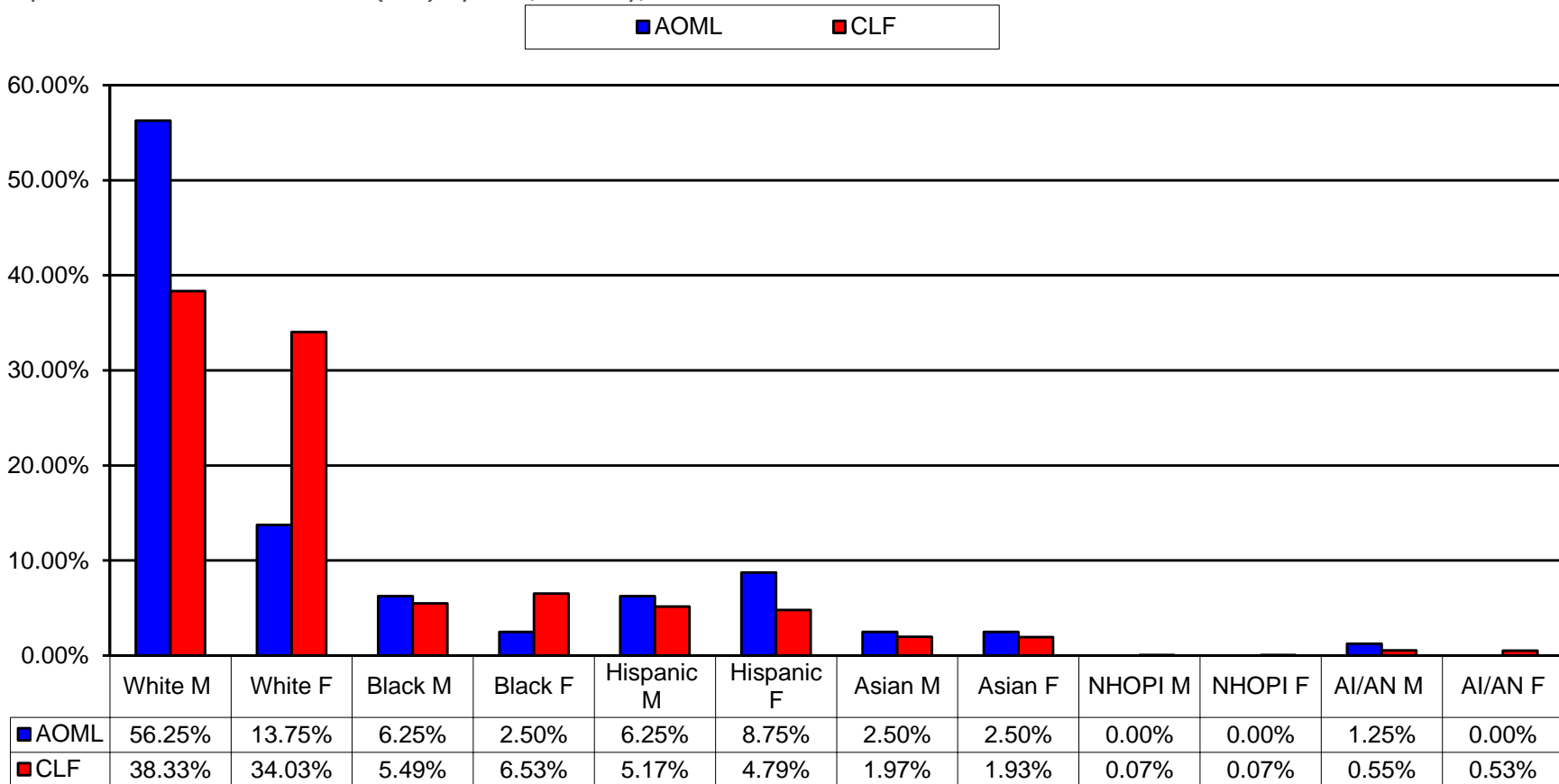
NHOPI = Native Hawaiian or Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT - AOML

Total Employees = 79

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex



NHOPI = Native Hawaiian or Other Pacific Islander
AI/AN = American Indian/Alaska Native

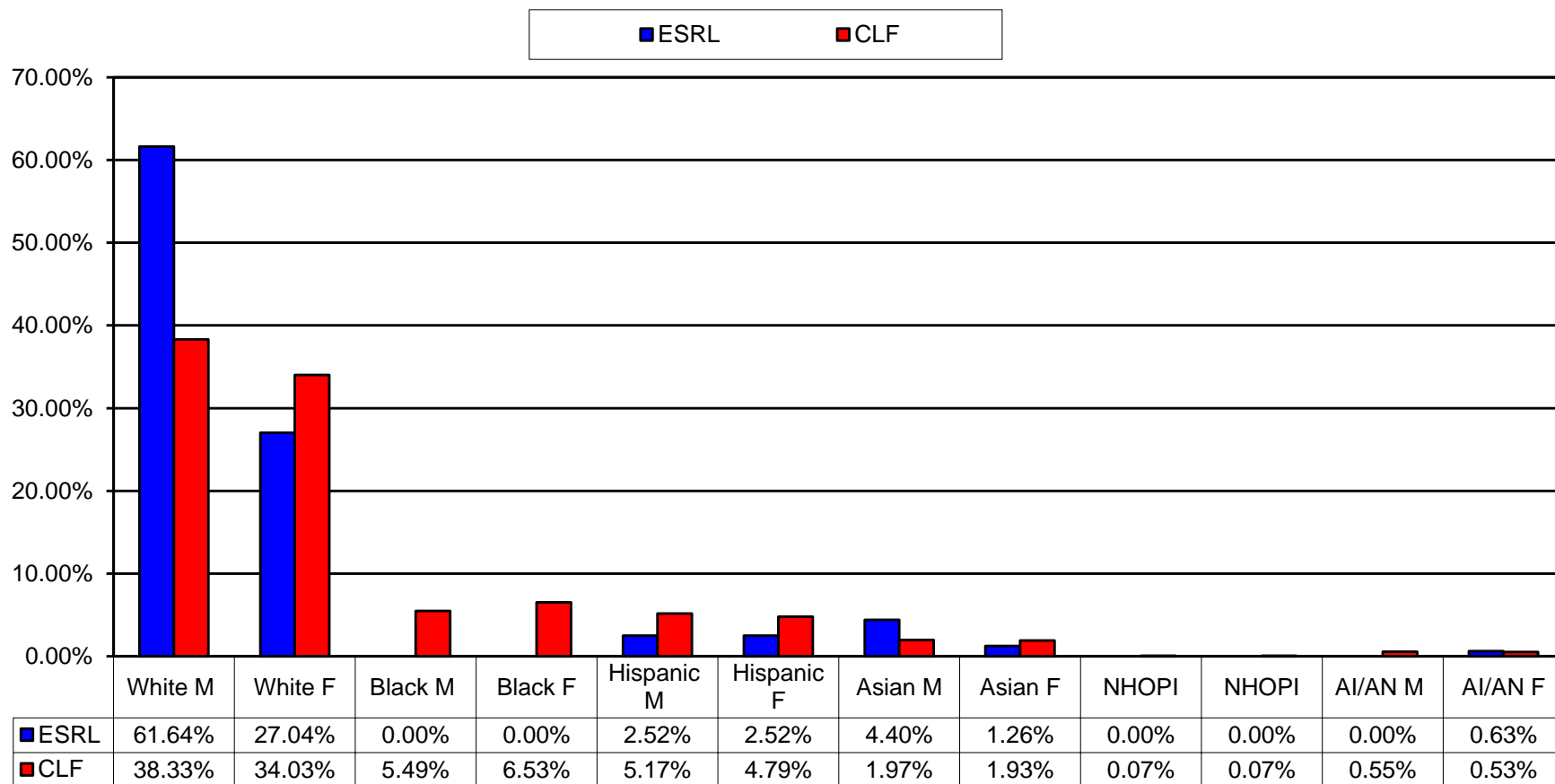
M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT – ESRL

(Includes Directors Office, CSD, GMD, GSD, PSD)

Total Employees = 159

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



NHOPI = Native Hawaiian Other Pacific Islander

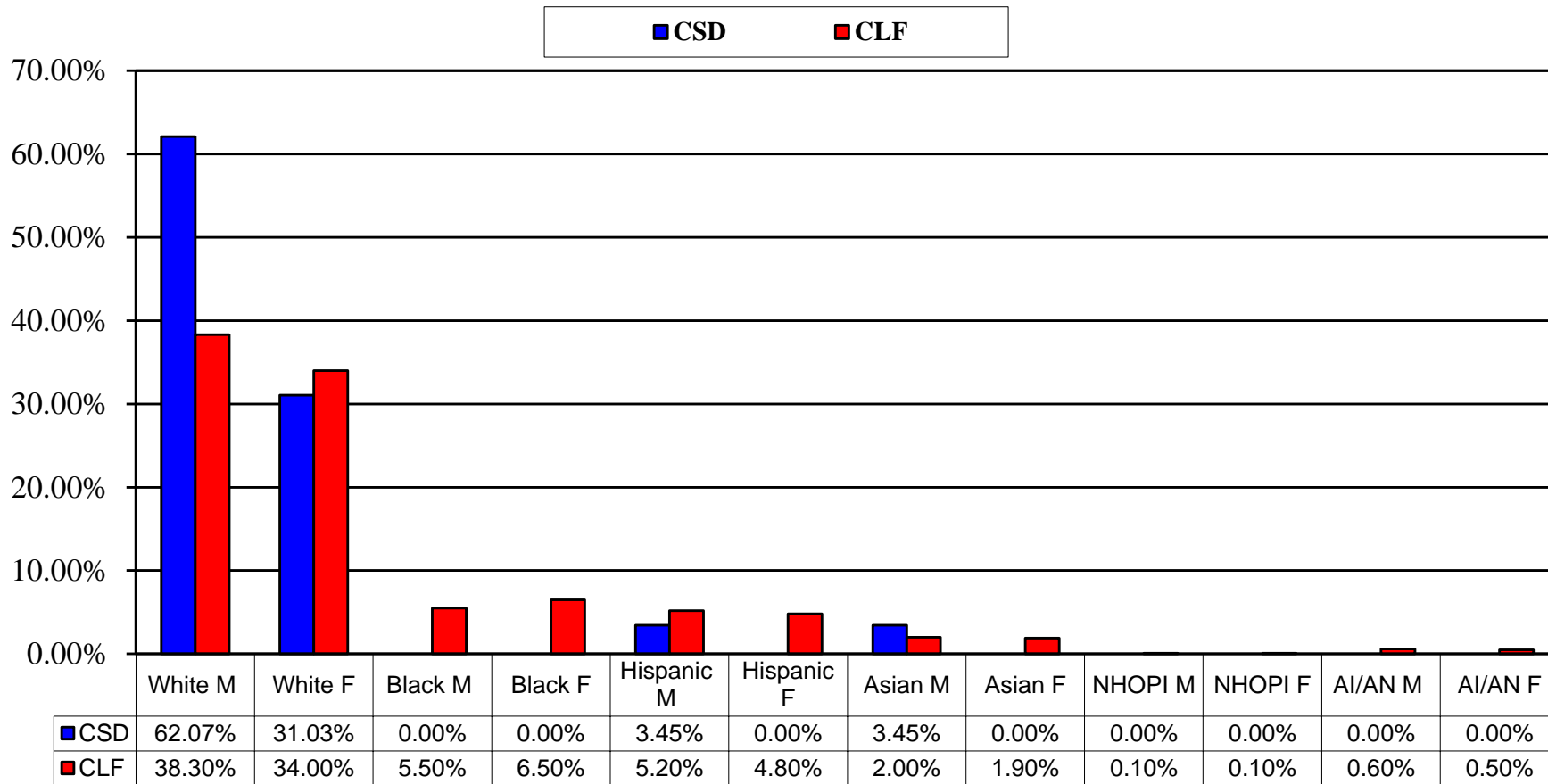
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT – ESRL/Chemical Sciences Division (CSD)

Total Employees = 29

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



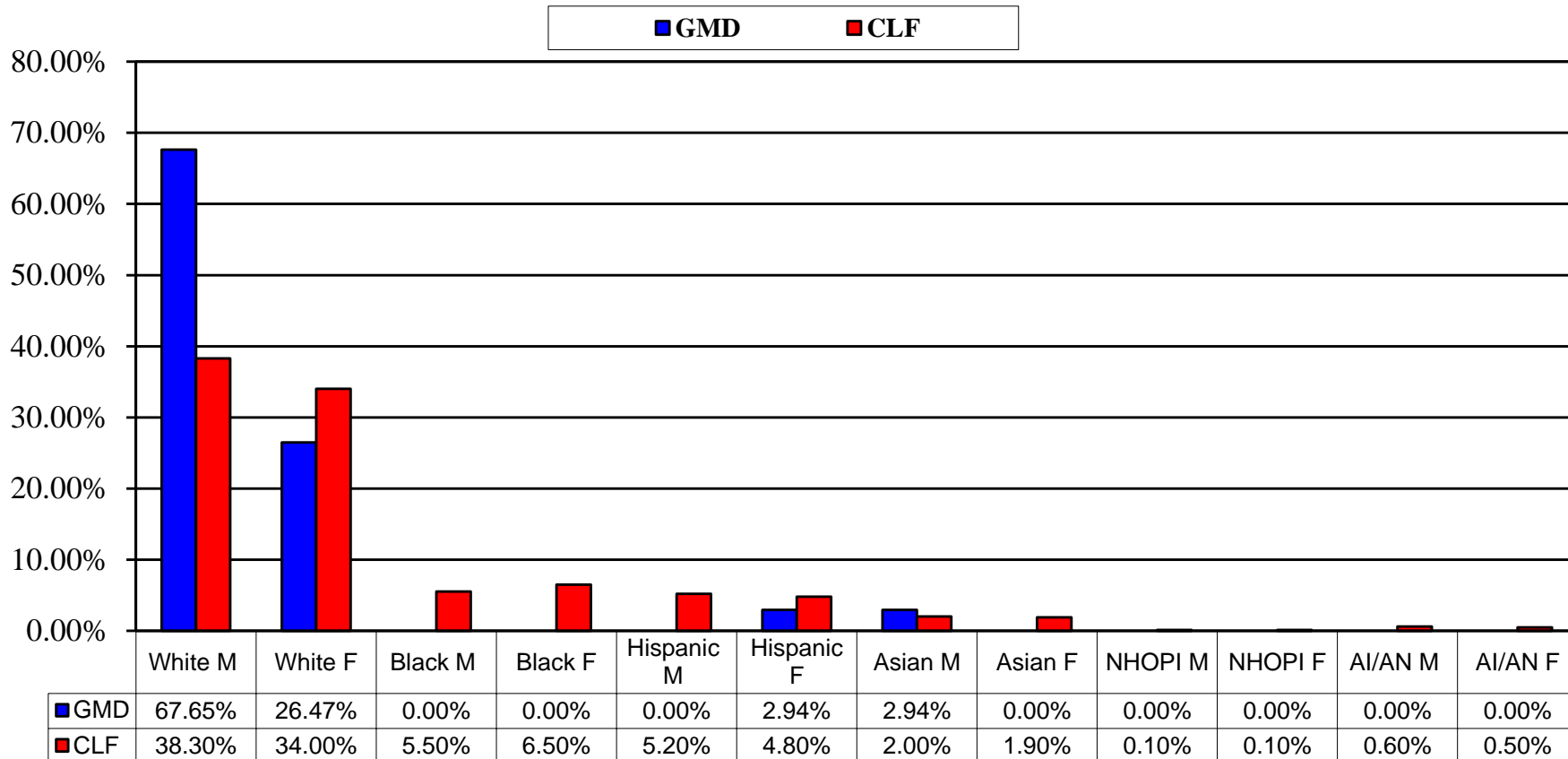
NHOPI = Native Hawaiian or Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT – ESRL/Global Monitoring Division (GMD)

Total Employees = 34

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



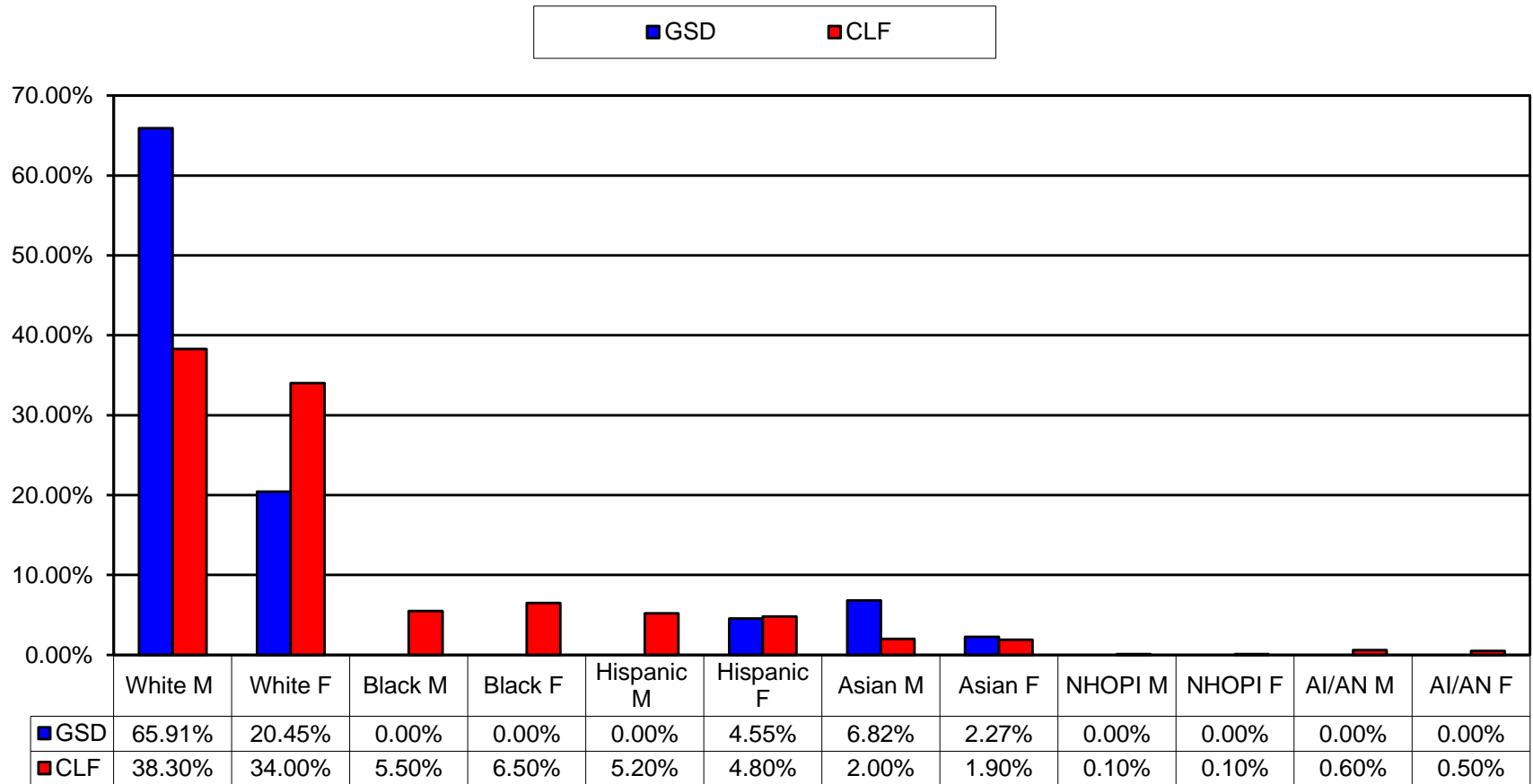
NHOPI – Native Hawaiian or Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT – ESRL/Global Systems Division (GSD)

Total Employees = 44

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



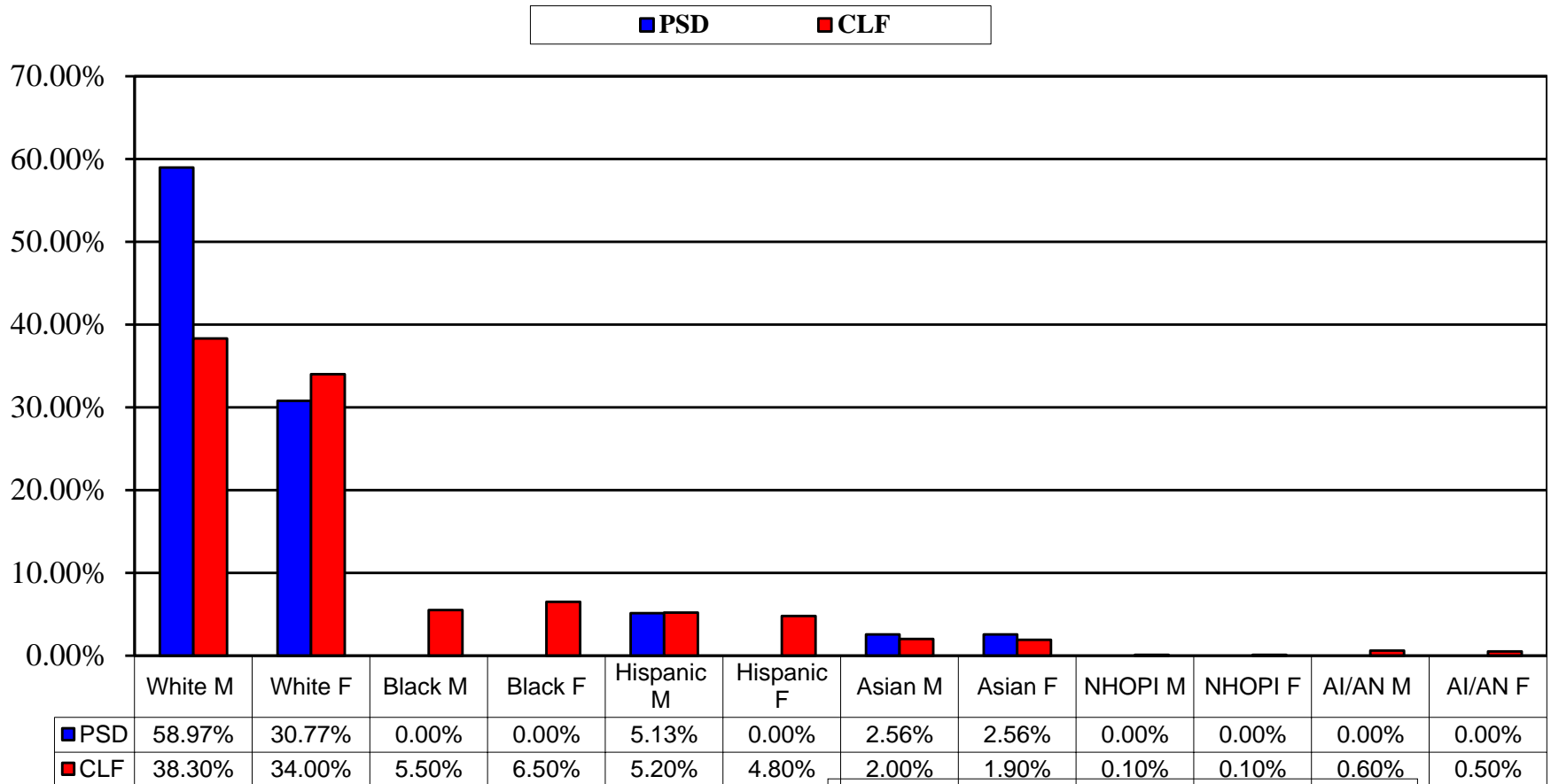
NHOPI = Native Hawaiian or Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT – ESRL/Physical Sciences Division (PSD)

Total Employees = 39

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



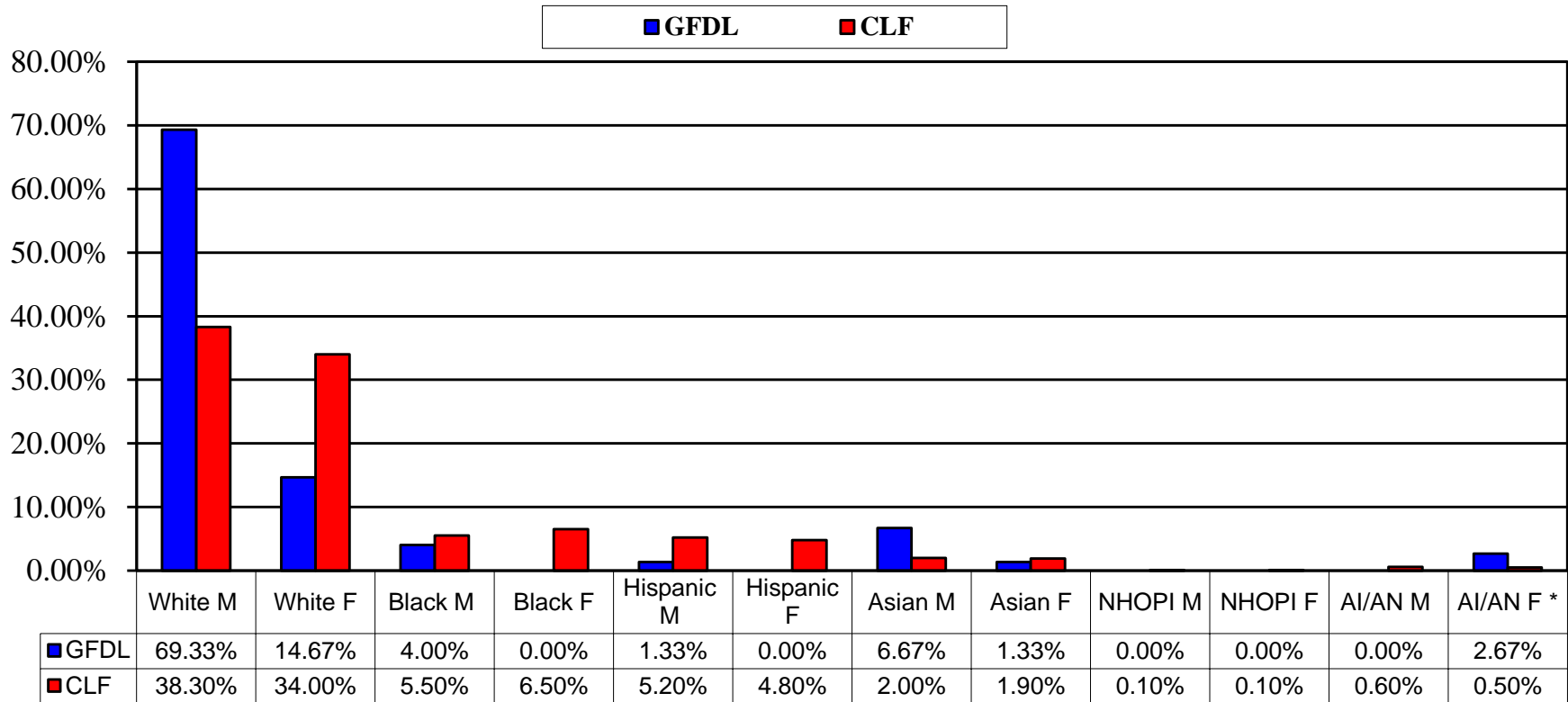
NHOPI – Native Hawaiian Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT - GFDL

Total Employees = 75

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



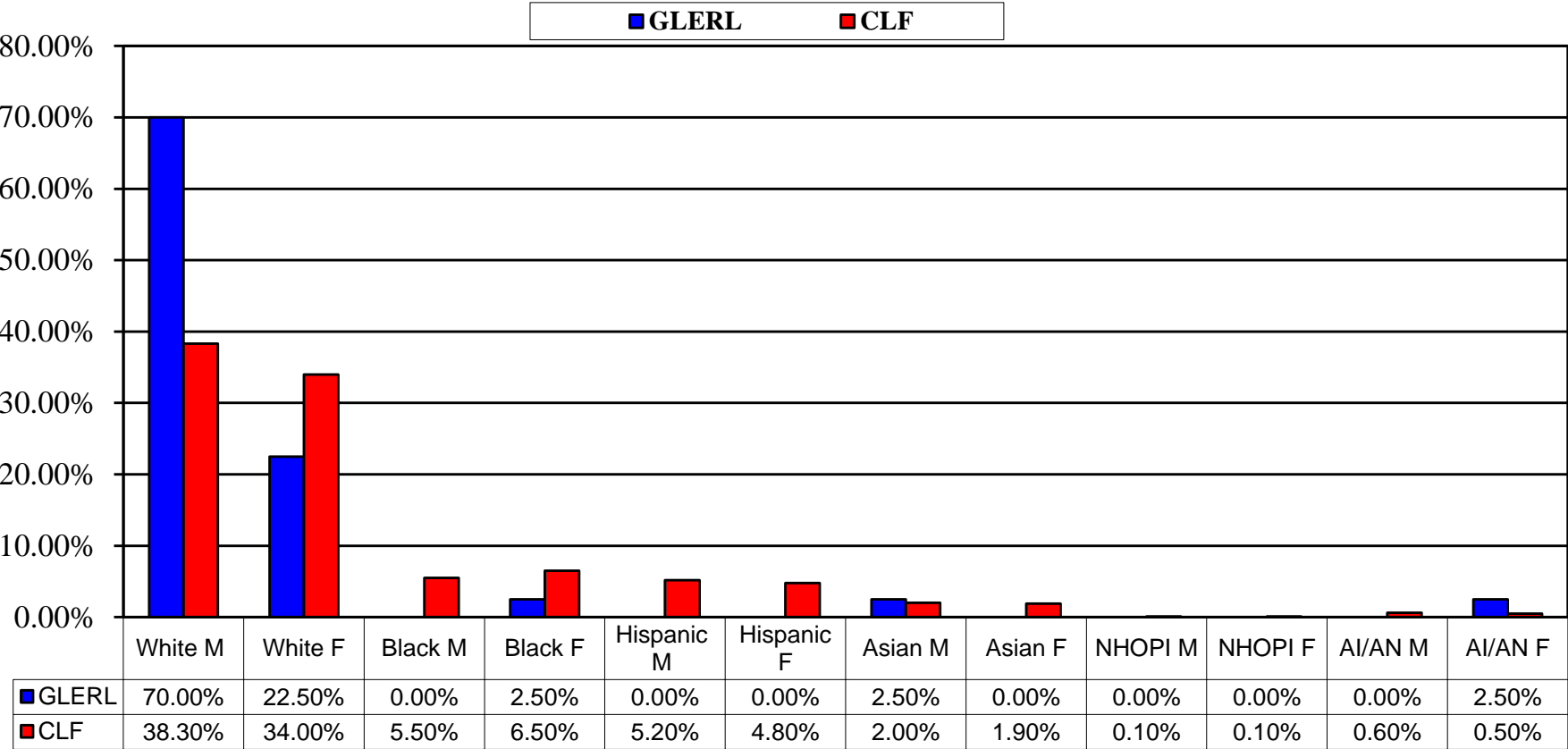
NHOPI – Native Hawaiian or Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

*ERI coded incorrectly as American Indian instead of Asian. GFDL notified on 12/7/2006 but action has not been taken to correct the ERI.

OAR PERMANENT WORKFORCE BY COMPONENT – GLERL

Total Employees = 40
Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.

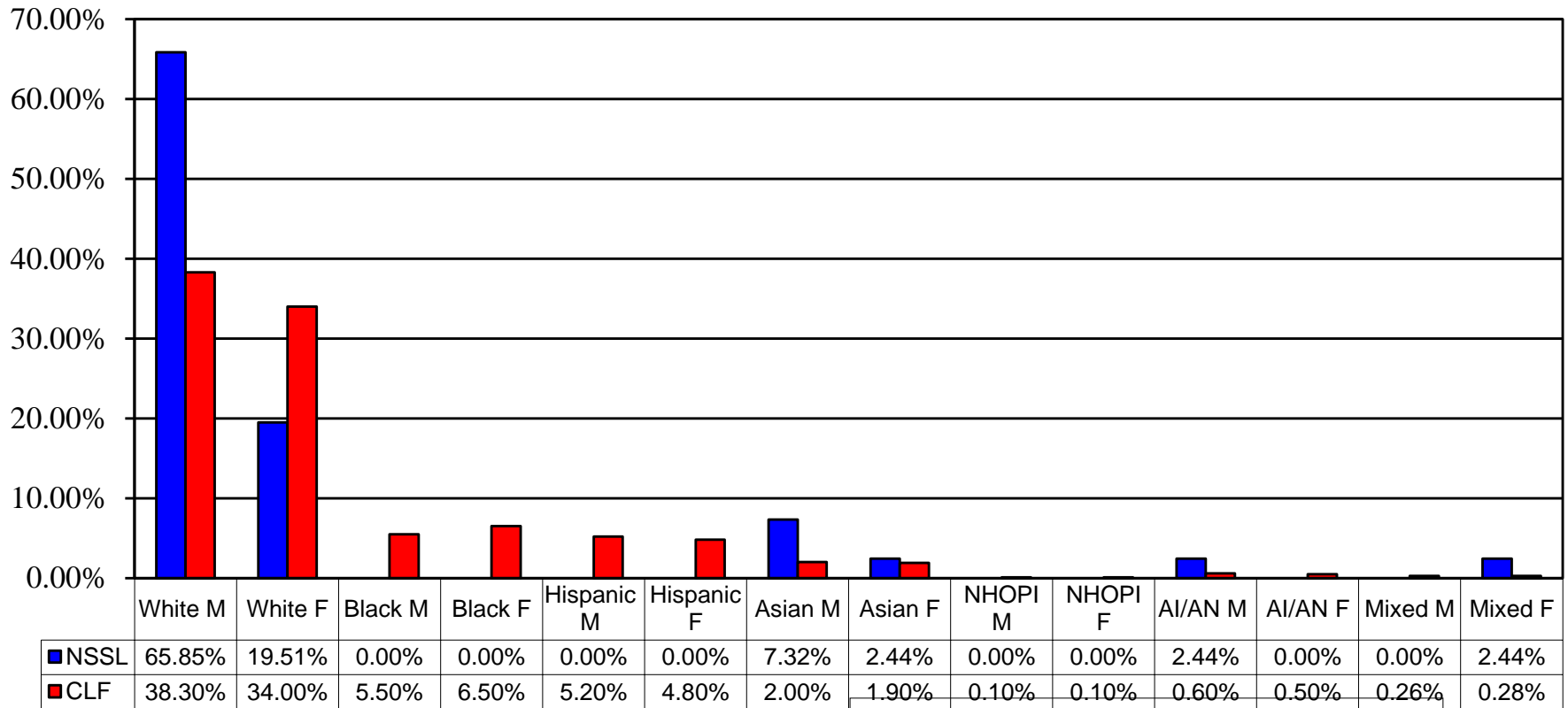


NHOPI = Native Hawaiian or Other Pacific Islander
AI/AN = American Indian/Alaska Native
M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT – NSSL

Total Employees = 41

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



NHOPI = Native Hawaiian or Other Pacific Islander

AI/AN = American Indian/Alaska Native

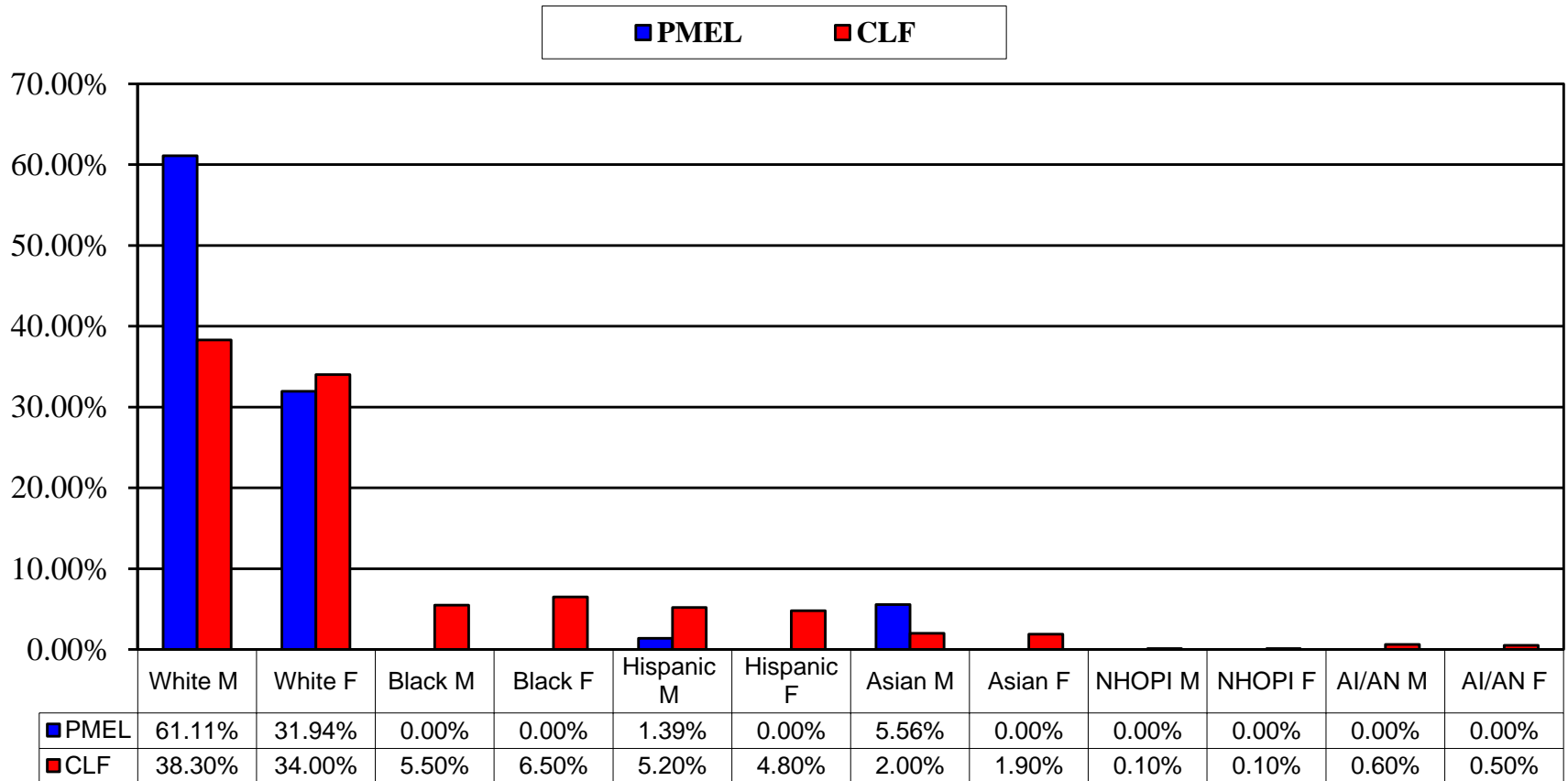
Mixed = Two or More Races

M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT – PMEL

Total Employees = 72

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



NHOPI = Native Hawaiian or Other Pacific Islander
AI/AN = American Indian/Alaska Native

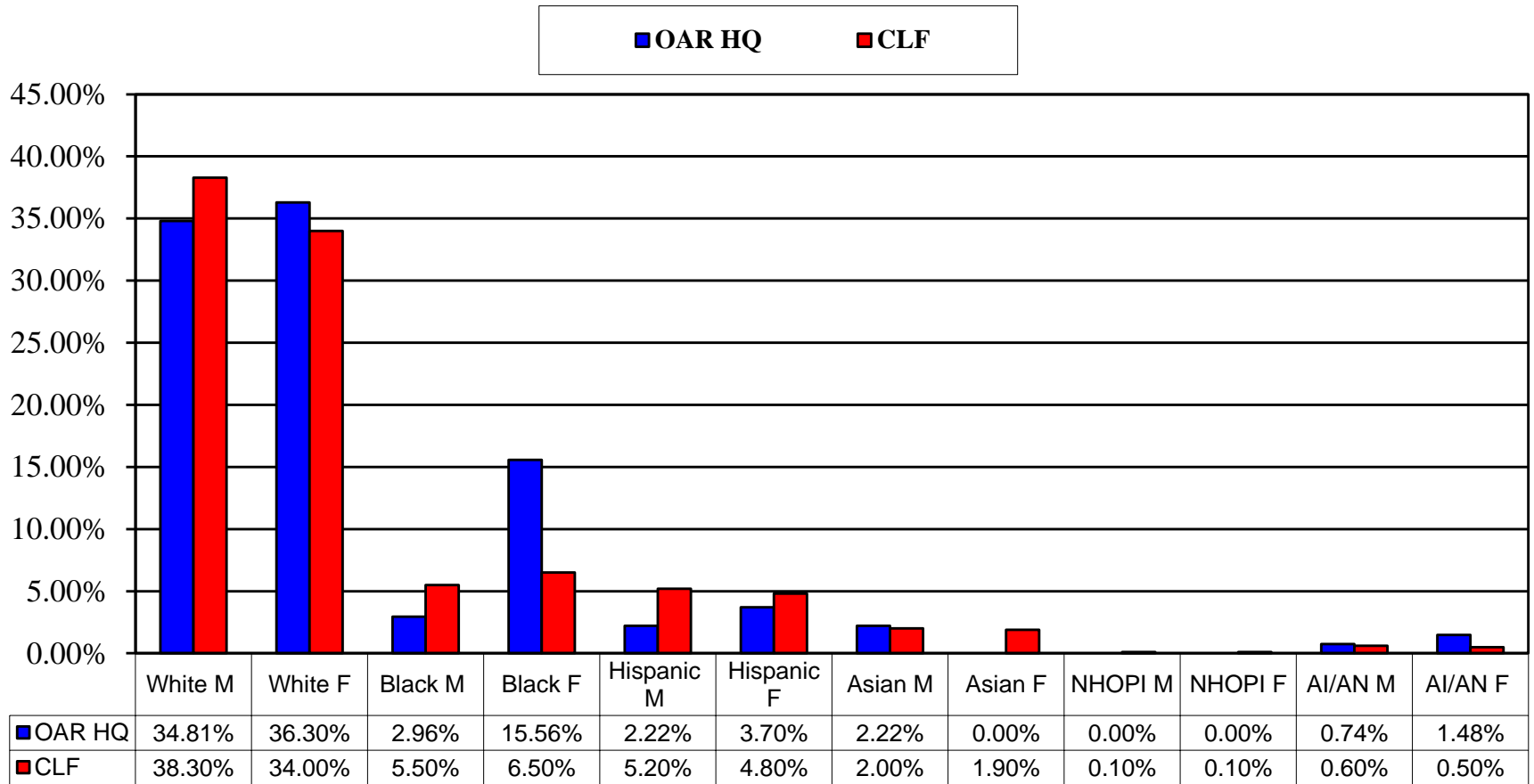
M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT – OAR HQS

(Includes National Sea Grant College Program, Climate Program Office, Office of Exploration and Research)

Total Employees = 135

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



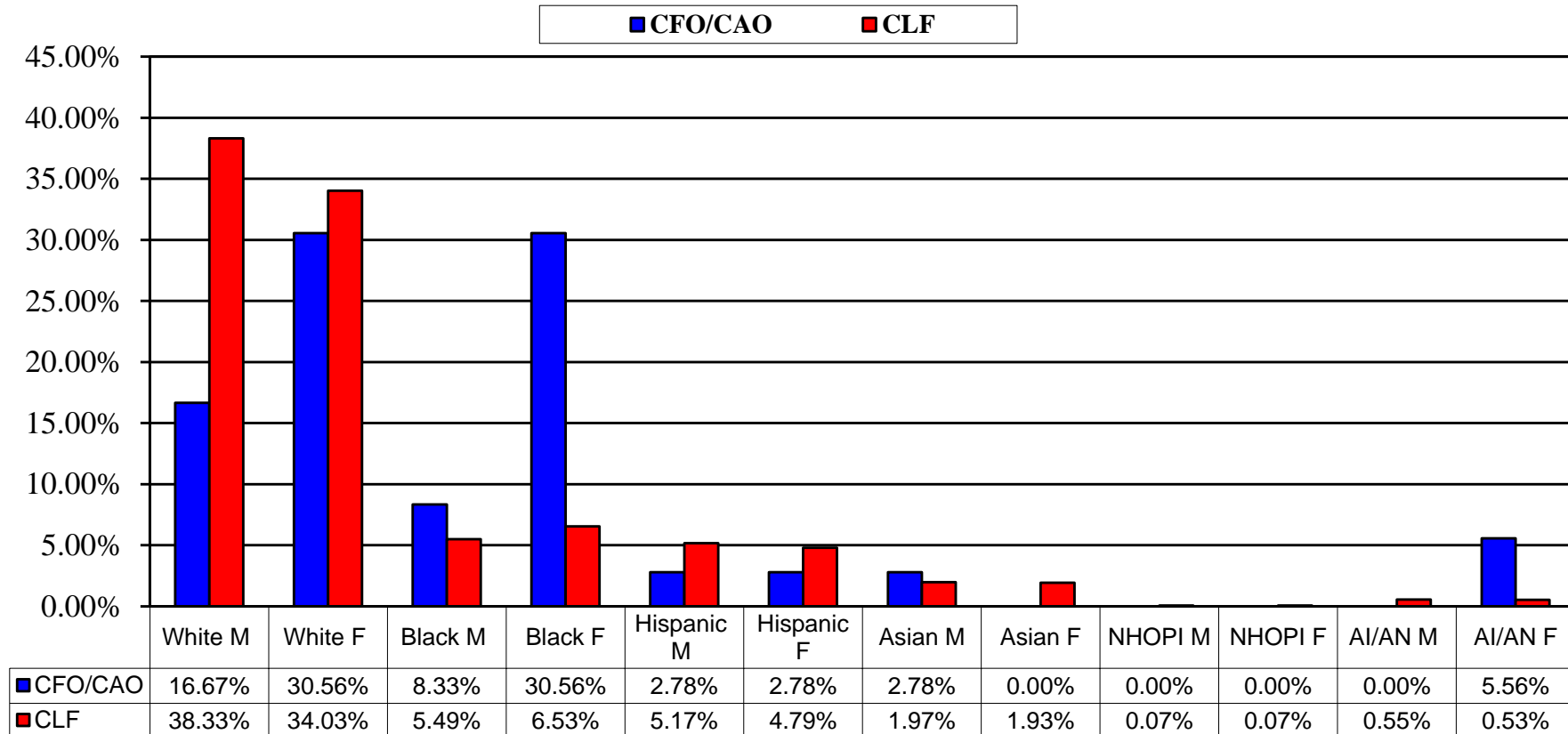
NHOPI = Native Hawaiian or Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT - OAR HQS/Office of Chief Financial Officer/Chief Administrative Officer (CFO/CAO)

Total Employees = 36

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



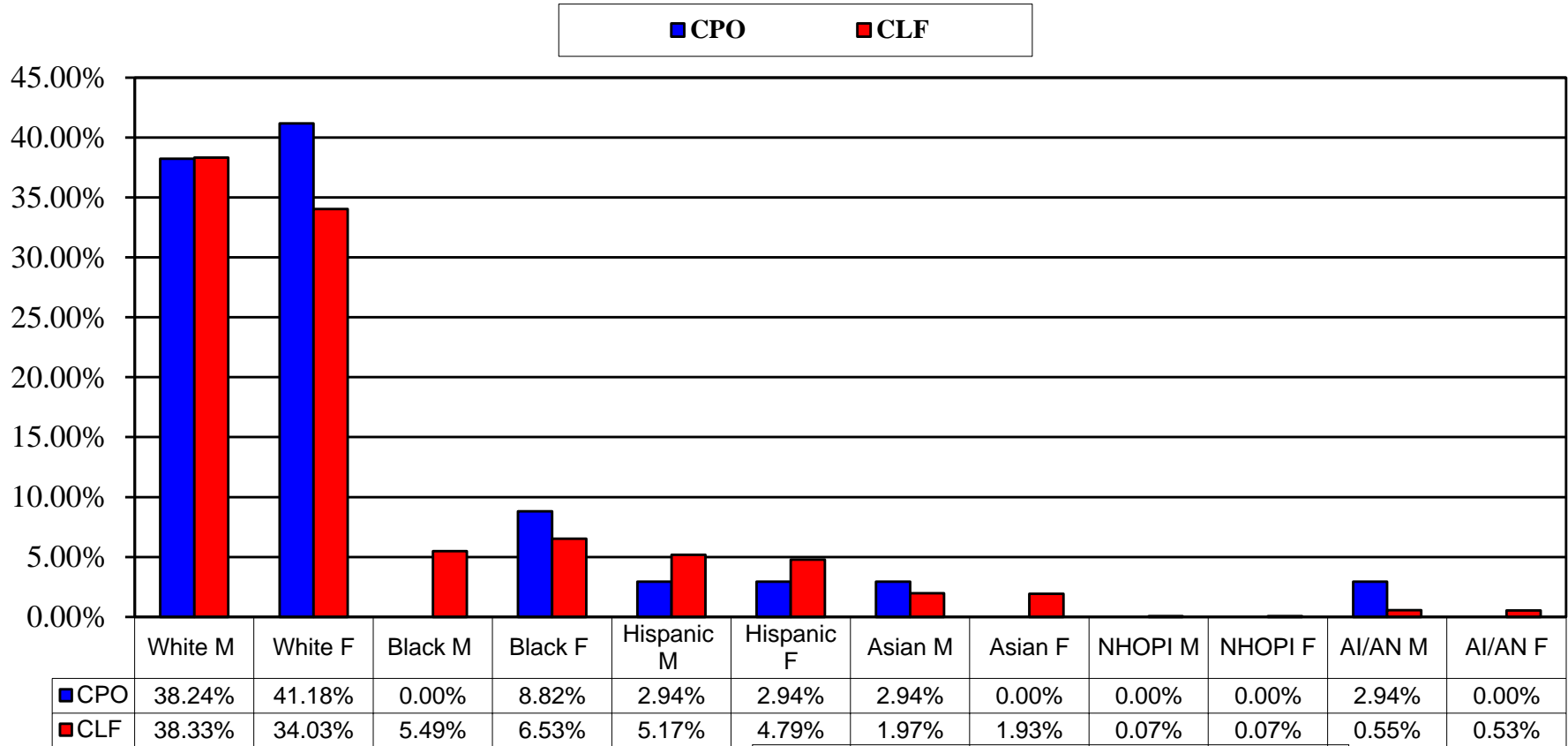
NHOPI = Native Hawaiian or Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT - OAR HQS – Climate Program Office (CPO)

Total Employees = 34

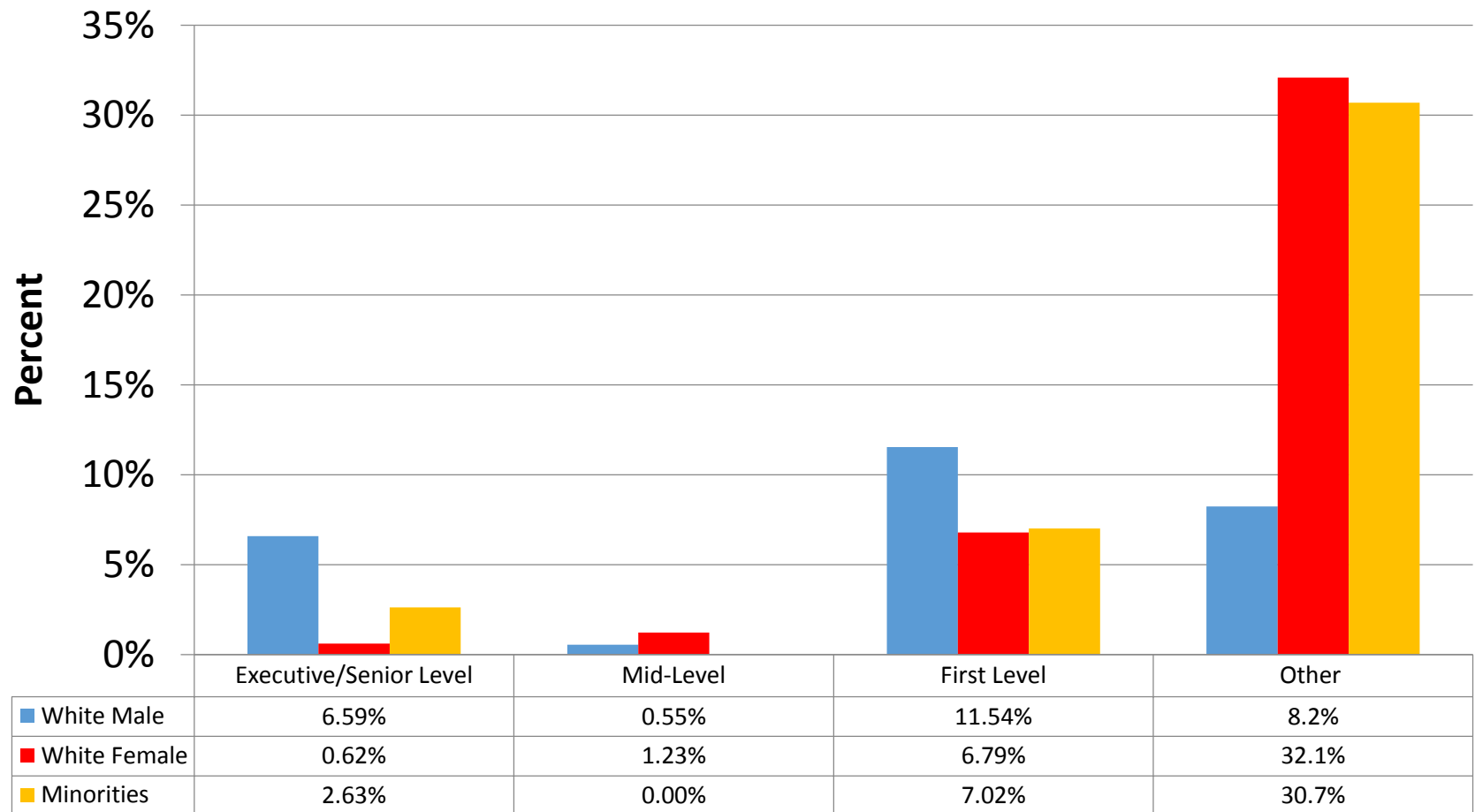
Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



NHOPI = Native Hawaiian or Other Pacific Islander
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M= Male/ F=Female

A3 – OCCUPATIONAL CATEGORIES - Officials & Managers



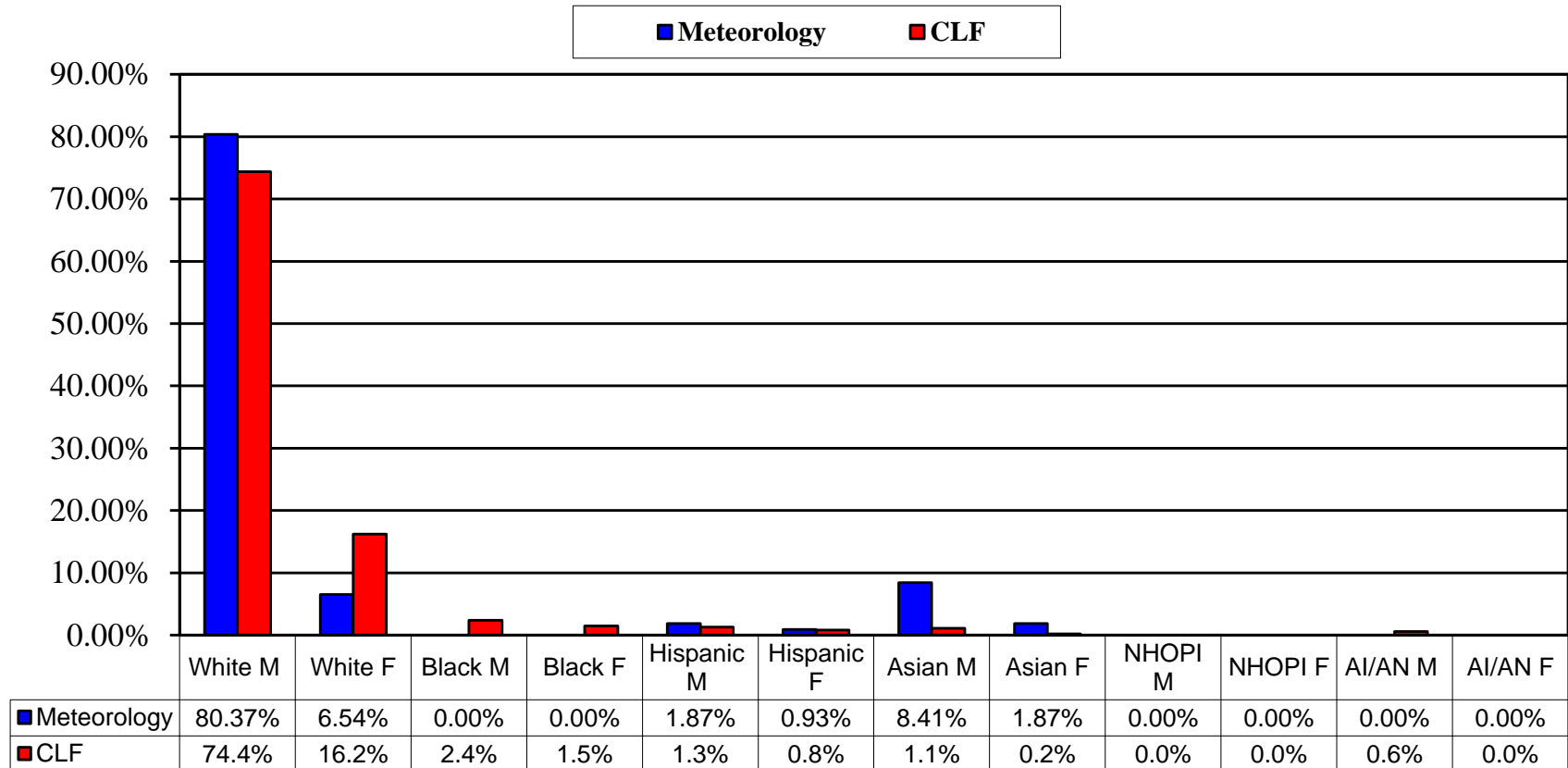
Employees with supervisory or managerial status. The number and ratio of supervisors who are at GS 15 and above are listed in the Executive/Senior Level. The number and ratio of supervisors in GS 13 and 14 are reported in the Mid-Level. The number and ratio of supervisors who are at GS 12 and below are reported in the First Level. An agency may also choose to place employees who have significant policy-making responsibilities, but do not supervise other employees, in these three sub-categories. The fourth sub-category, called "Other," contains employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibility.

OAR MAJOR OCCUPATIONS – METEOROLOGY (1340)

Major occupations are mission oriented occupations or those with 100 or more employees.

Total Permanent Employees in Meteorology Series = 107

Compared to Occupational CLF (Civilian Labor Force)



NHOPI = Native Hawaiian Other Pacific Islander
AI/AN = American Indian/Alaska Native

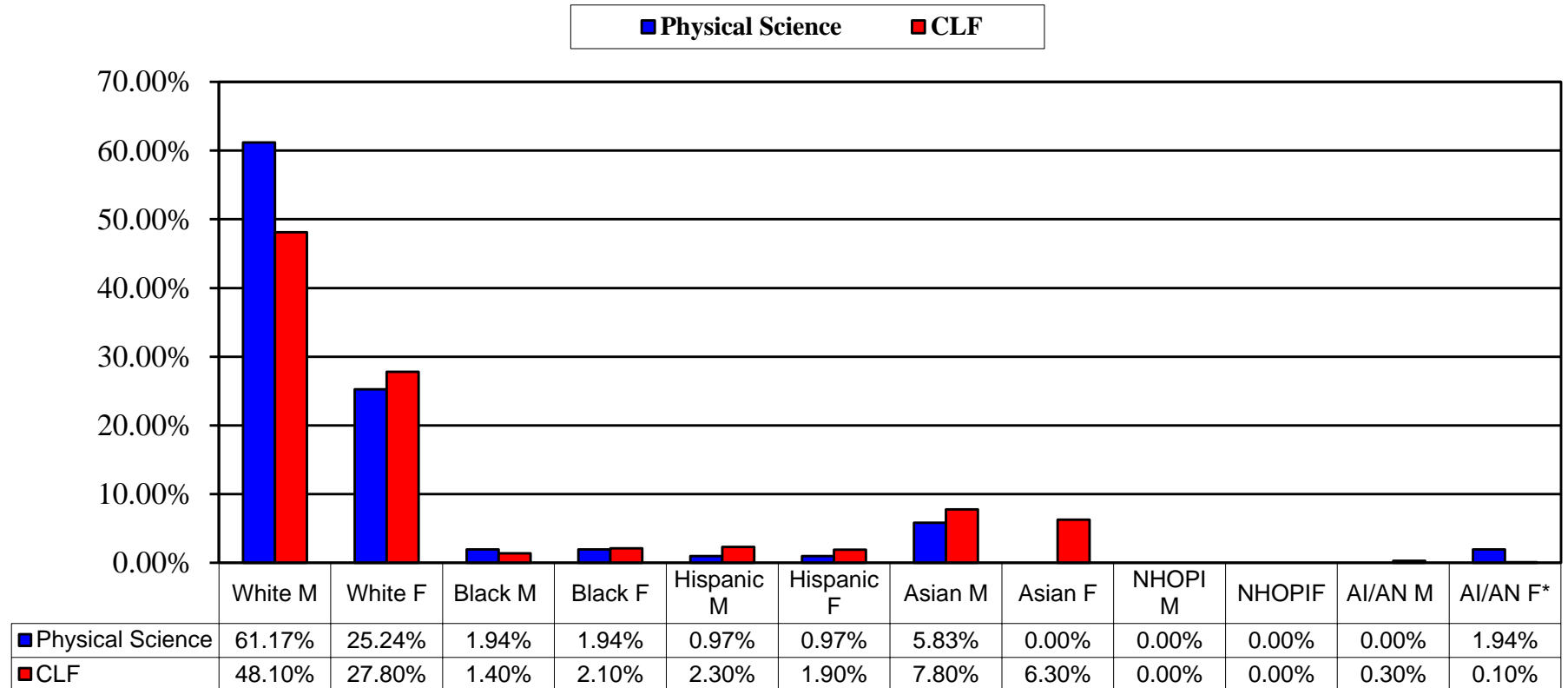
M= Male/ F=Female

OAR MAJOR OCCUPATIONS – PHYSICAL SCIENCE (1301)

Major Occupations are mission oriented occupations or those with 100 or more employees.

Total Employees in Physical Science series = 103

Compared to Occupational CLF (Civilian Labor Force)



NHOPI – Native Hawaiian or Other Pacific Islander
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M= Male/ F=Female

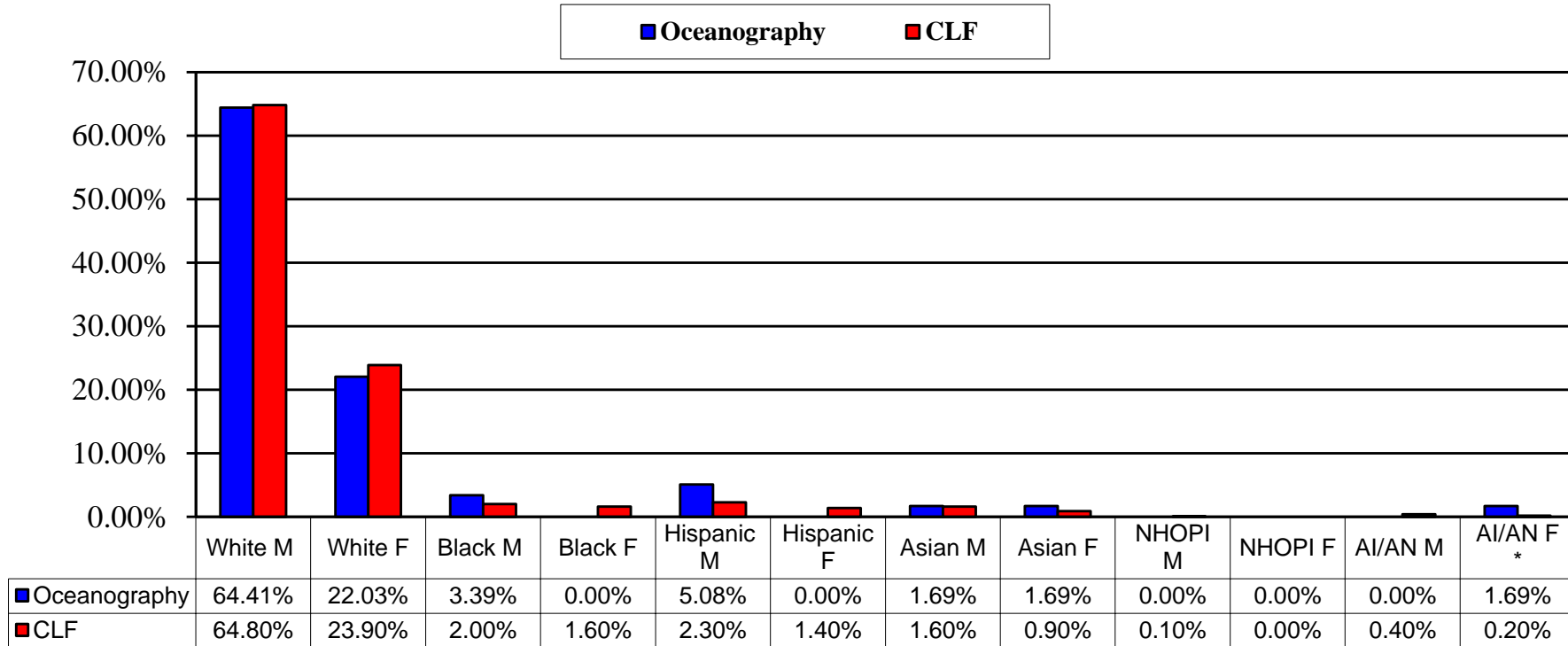
*ERI coded incorrectly as American Indian instead of Asian. Laboratory notified but action has not been taken to correct the ERI.

OAR MAJOR OCCUPATIONS – OCEANOGRAPHY (1360)

Major Occupations are mission oriented occupations or those with 100 or more employees.

Total Employees in Oceanography Series = 59

Compared to Occupational CLF (Civilian Labor Force)



NHOPI = Native Hawaiian or Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

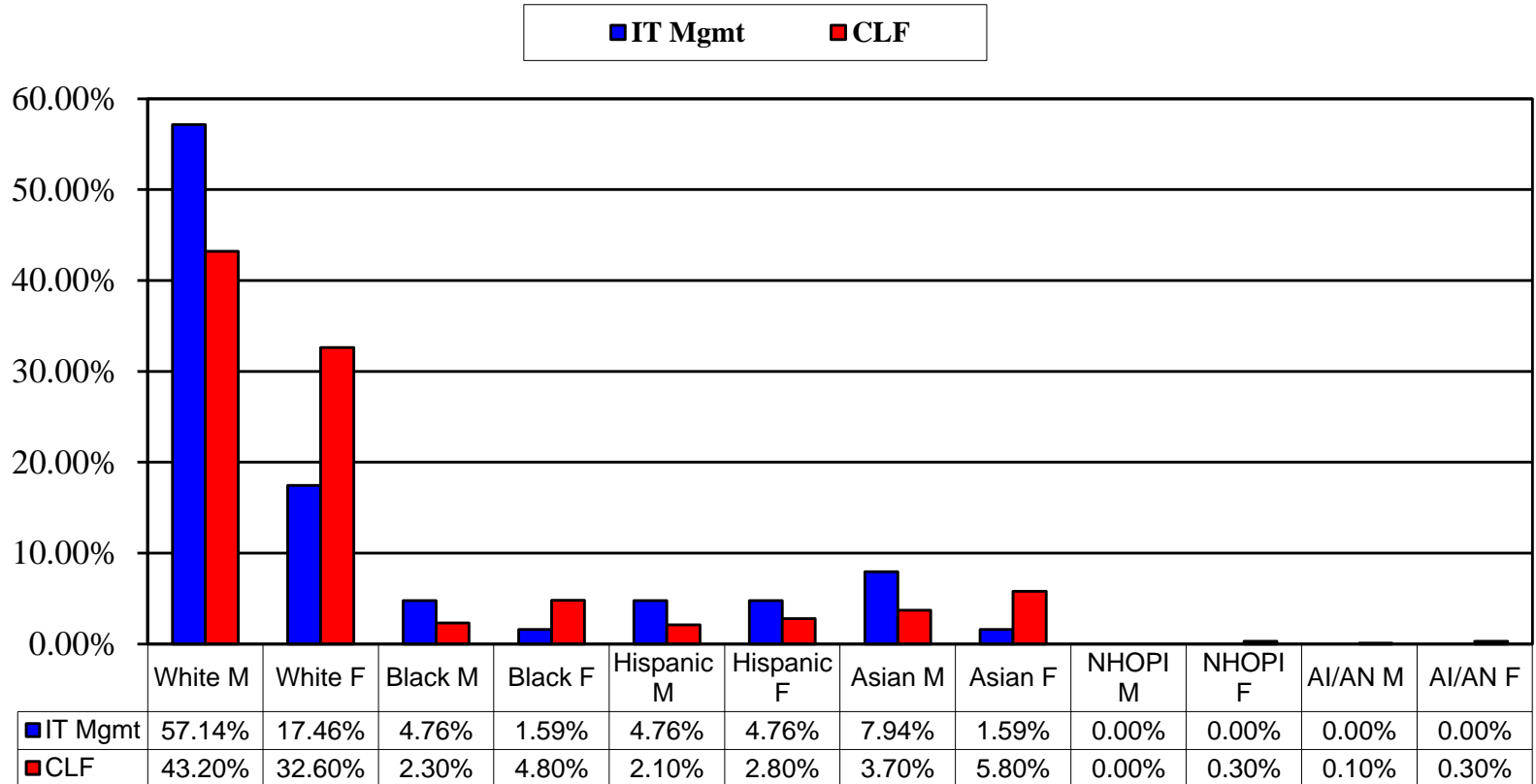
*ERI coded incorrect as American Indian instead of Asian. Laboratory notified but action has not been taken to correct the ERI.

OAR MAJOR OCCUPATIONS – IT MANAGEMENT (2210)

Major Occupations are mission oriented occupations **or** those with 100 or more employees. IT is included in this data because it is a growing field at OAR.

Total Permanent Employees in IT Series = 63

Compared to Occupational CLF (Civilian Labor Force)



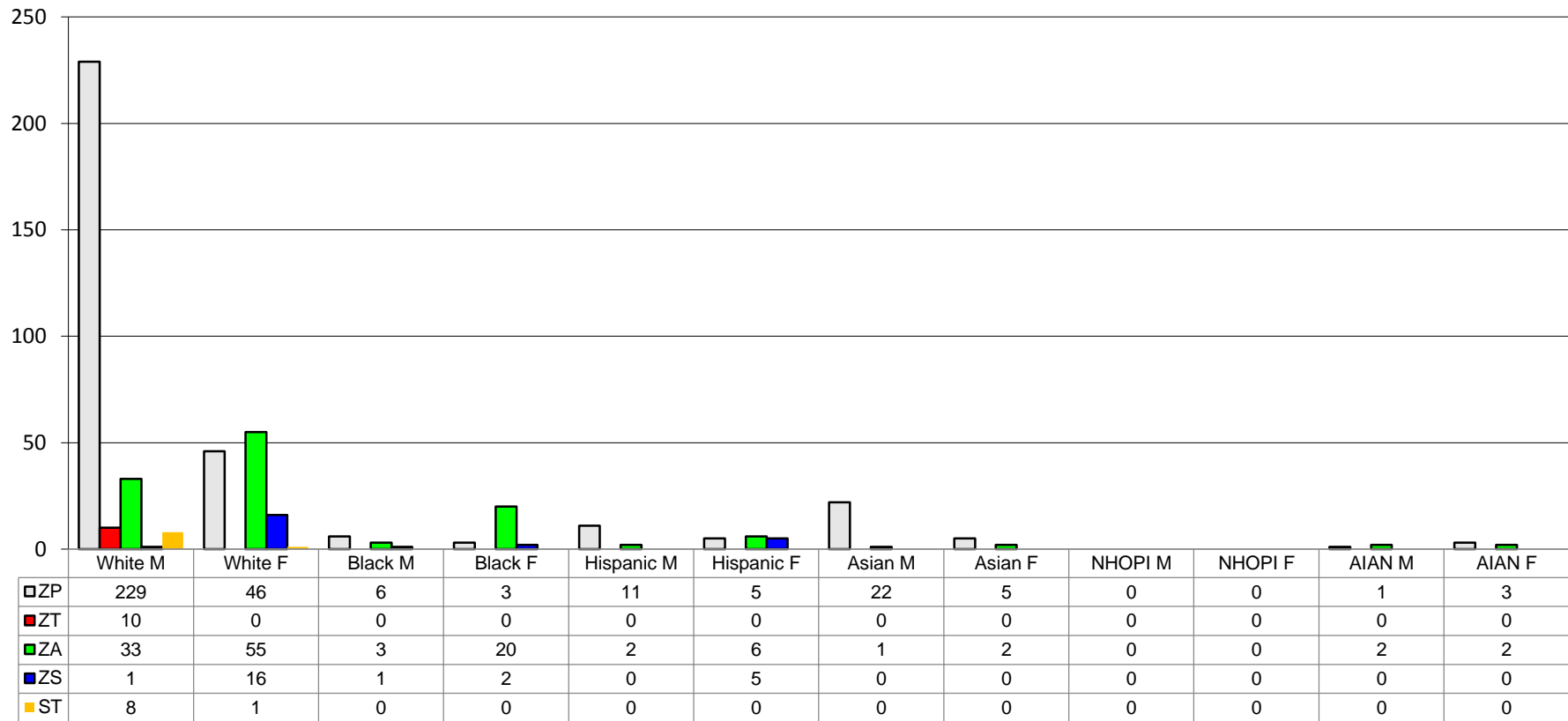
NHOPI = Native Hawaiian or Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR Grade Level Distribution – CAPS

All Career Paths and Pay Plan (ZP, ZT, ZA, ZS and ST) by Race/Ethnicity

Total Permanent Employees = 501

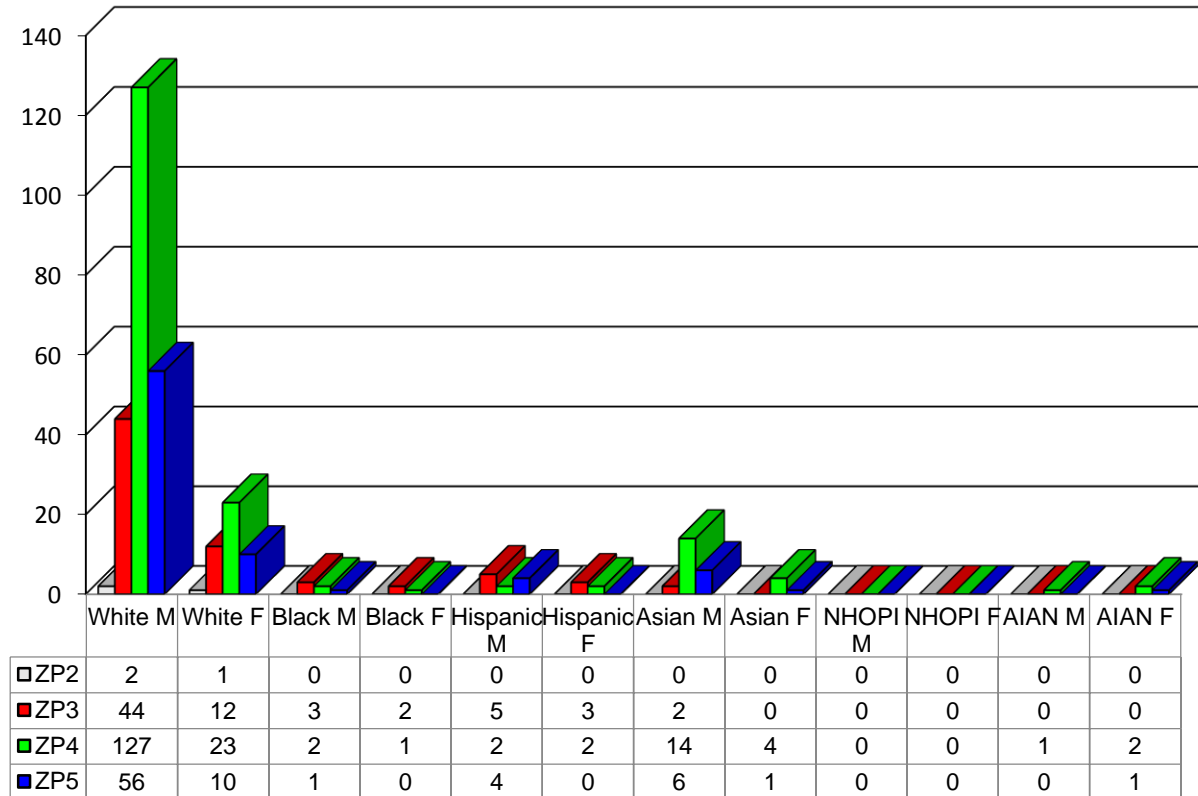


NHOPI = Native Hawaiian or Other Pacific Islander
 AI/AN = American Indian/Alaska Native
 M= Male/ F=Female

OAR Grade Level Distribution - ZP (Scientific & Engineering)

Pay Plan/Grade by Race/Ethnicity

Total Permanent Employees = 331



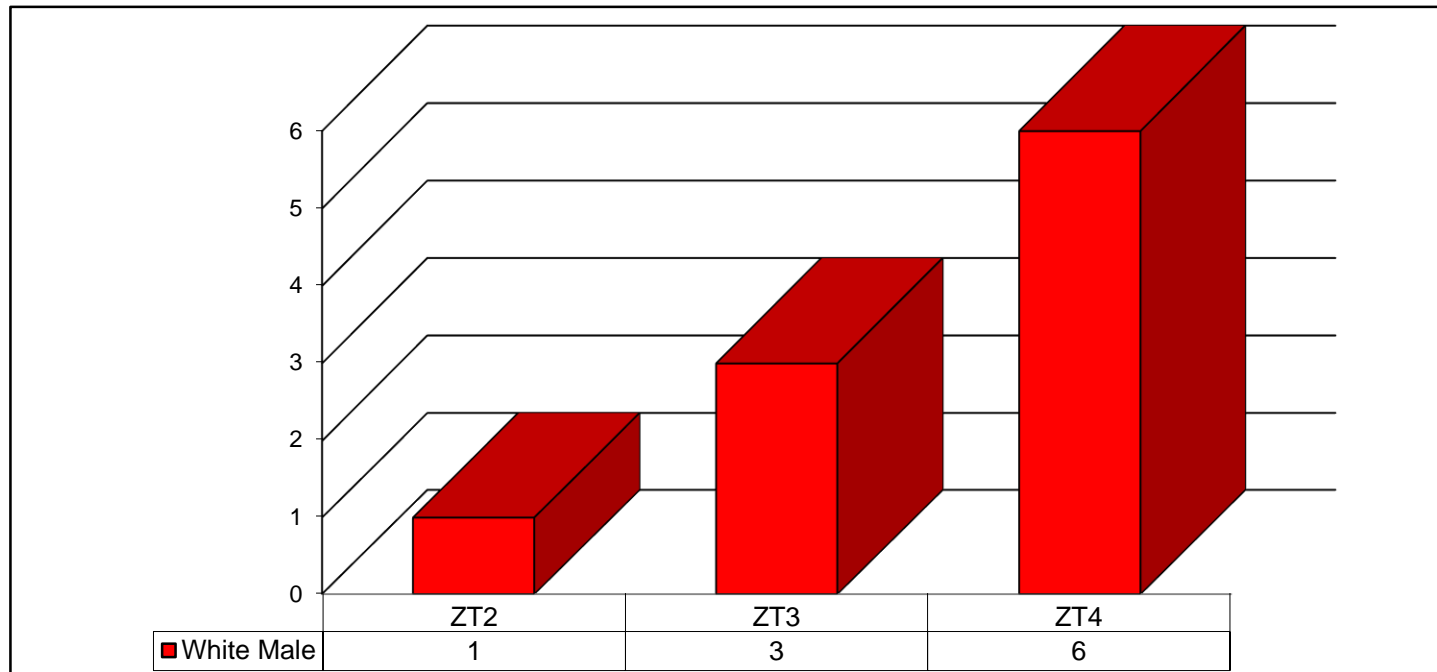
NHOPI = Native Hawaiian or Other Pacific Islander
 AI/AN = American Indian/Alaska Native
 Mixed = Two or More races

M= Male/ F=Female

OAR Grade Level Distribution - ZT (Scientific & Engineering Technician)

Pay Plan/Grade by Race/Ethnicity

Total Permanent Employees = 10

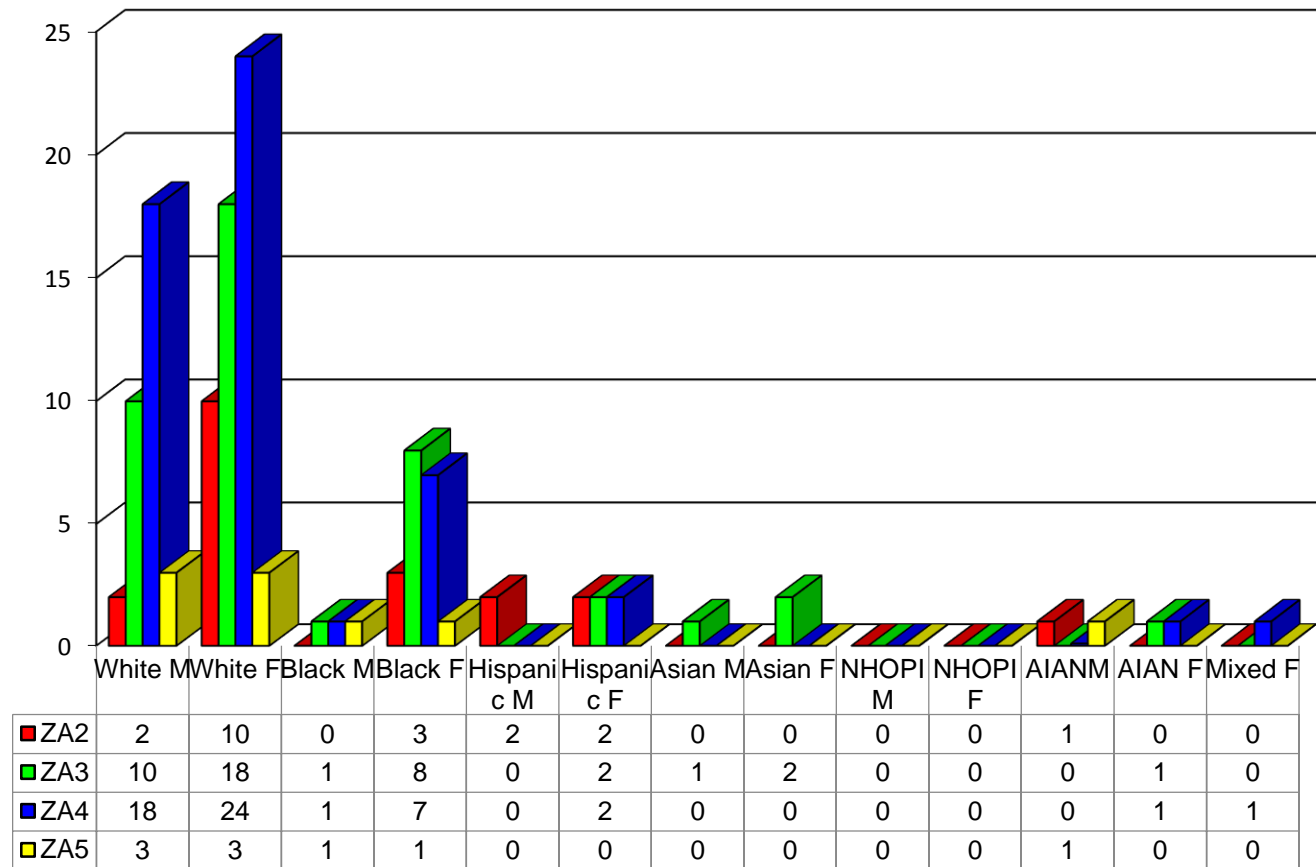


All minority and female employees are absent in the ZT Pay Plan

OAR Grade Level Distribution - ZA (Administrative)

Pay Plan/Grade by Race/Ethnicity

Total Permanent ZA Employees = 126



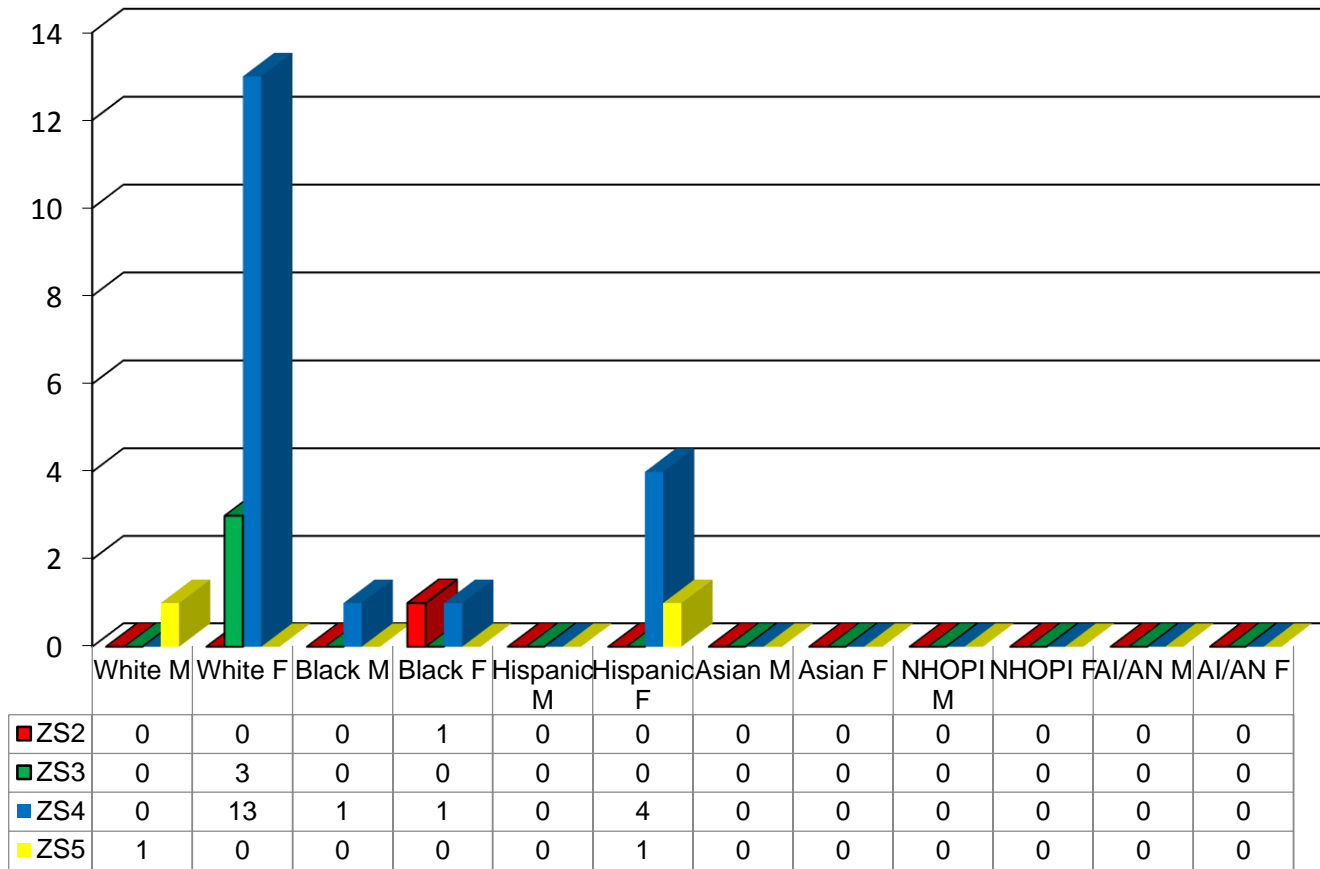
NHOPI = Native Hawaiian or Other Pacific Islander
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M= Male/ F=Female

OAR Grade Level Distribution - ZS (General Support)

Pay Plan (/Grade by Race/Ethnicity

Total Permanent ZS Employees = 25



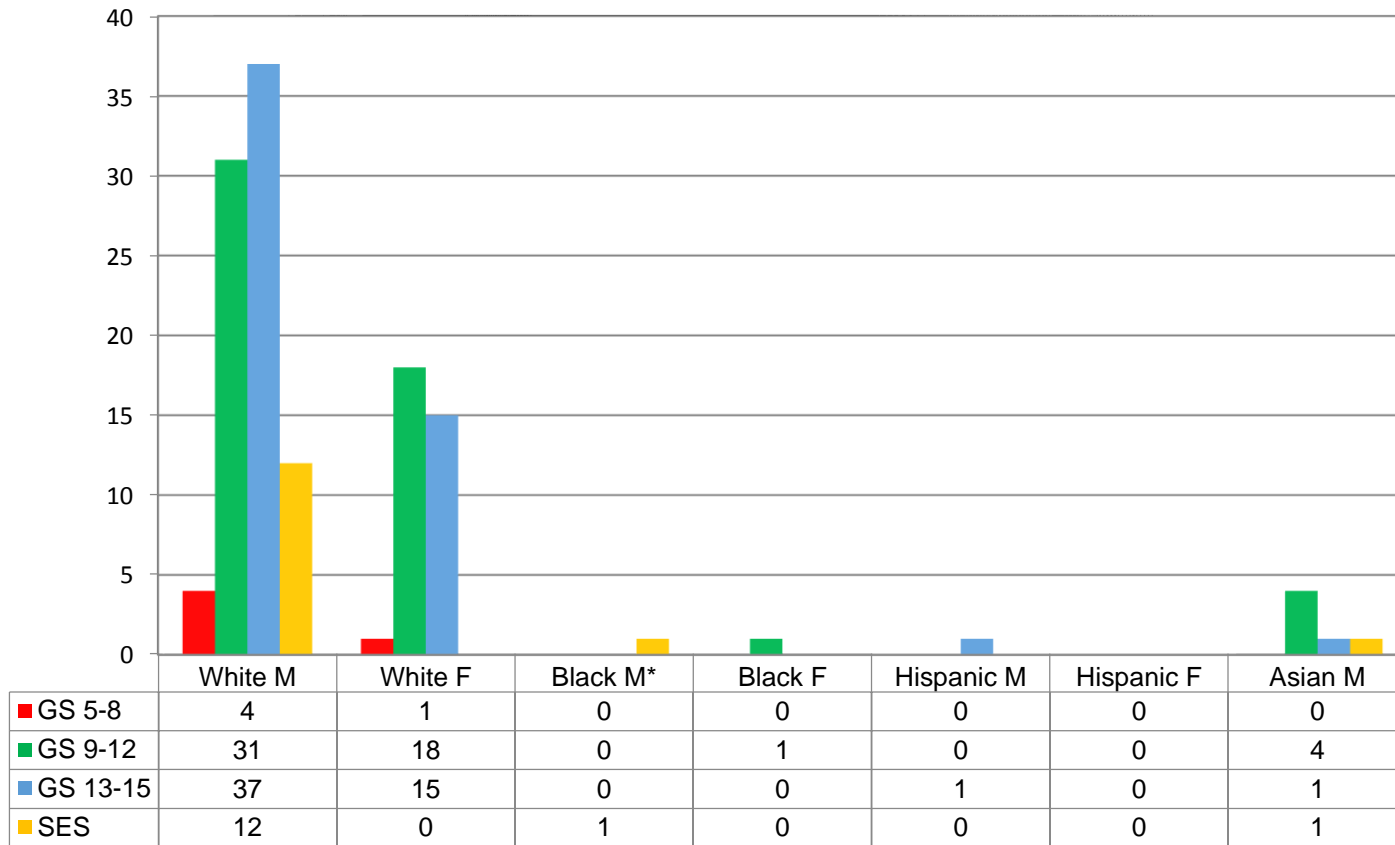
Hispanic Males, Asian, NHOPI and American Indian employees (male and female) are absent in the ZS Pay Plan.

NHOPI = Native Hawaiian or Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR Grade Level Distribution – General Schedule (GS) & Related Grades

Total Permanent GS Employees = 120

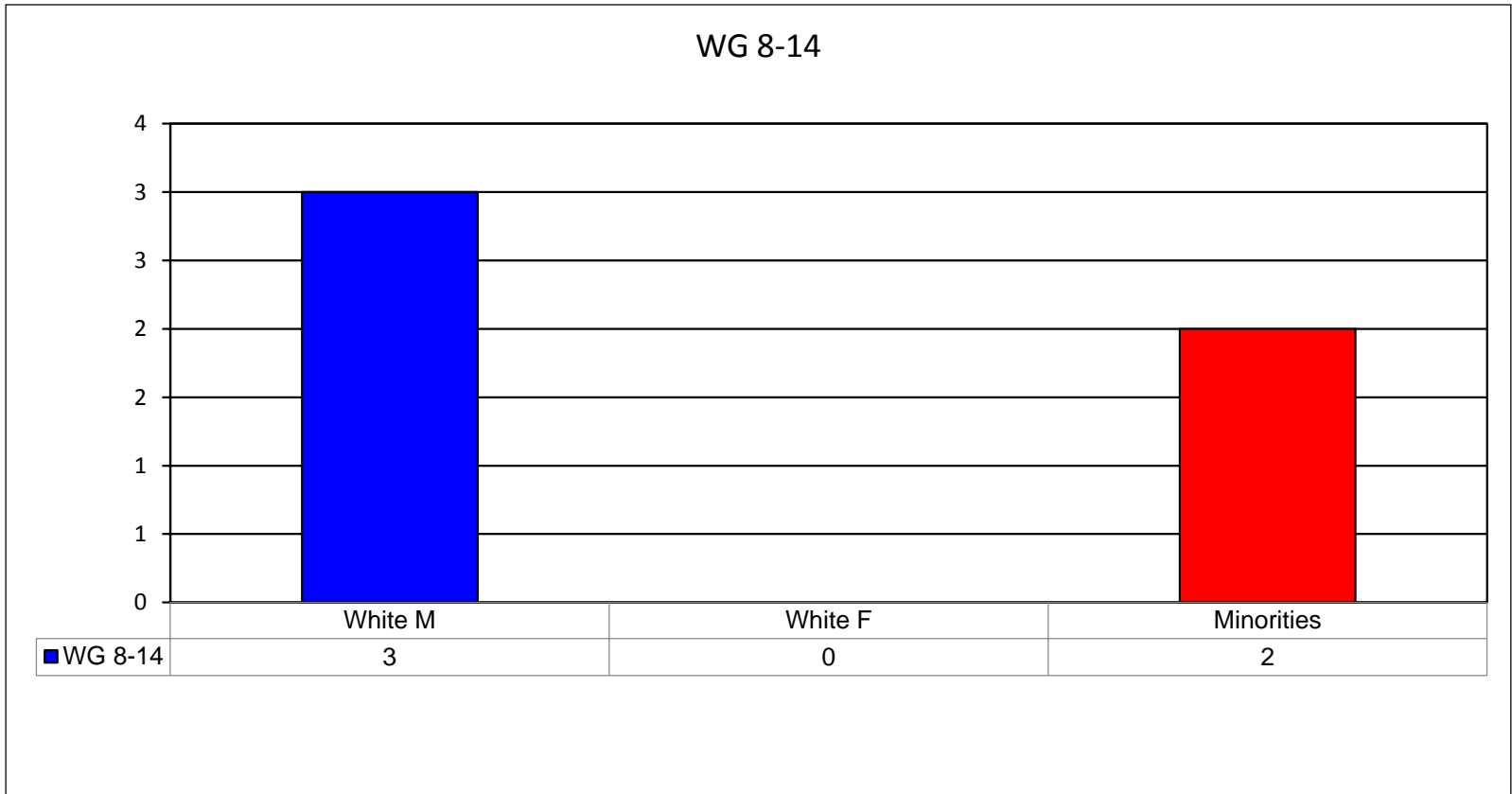


NHOPI = Native Hawaiian or Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

*ERI coded incorrectly as Black instead of White but action has not been taken by the employee to correct the ERI.

OAR Grade Level Distribution – Wage Grade (WG) Employees Total Permanent WG = 5



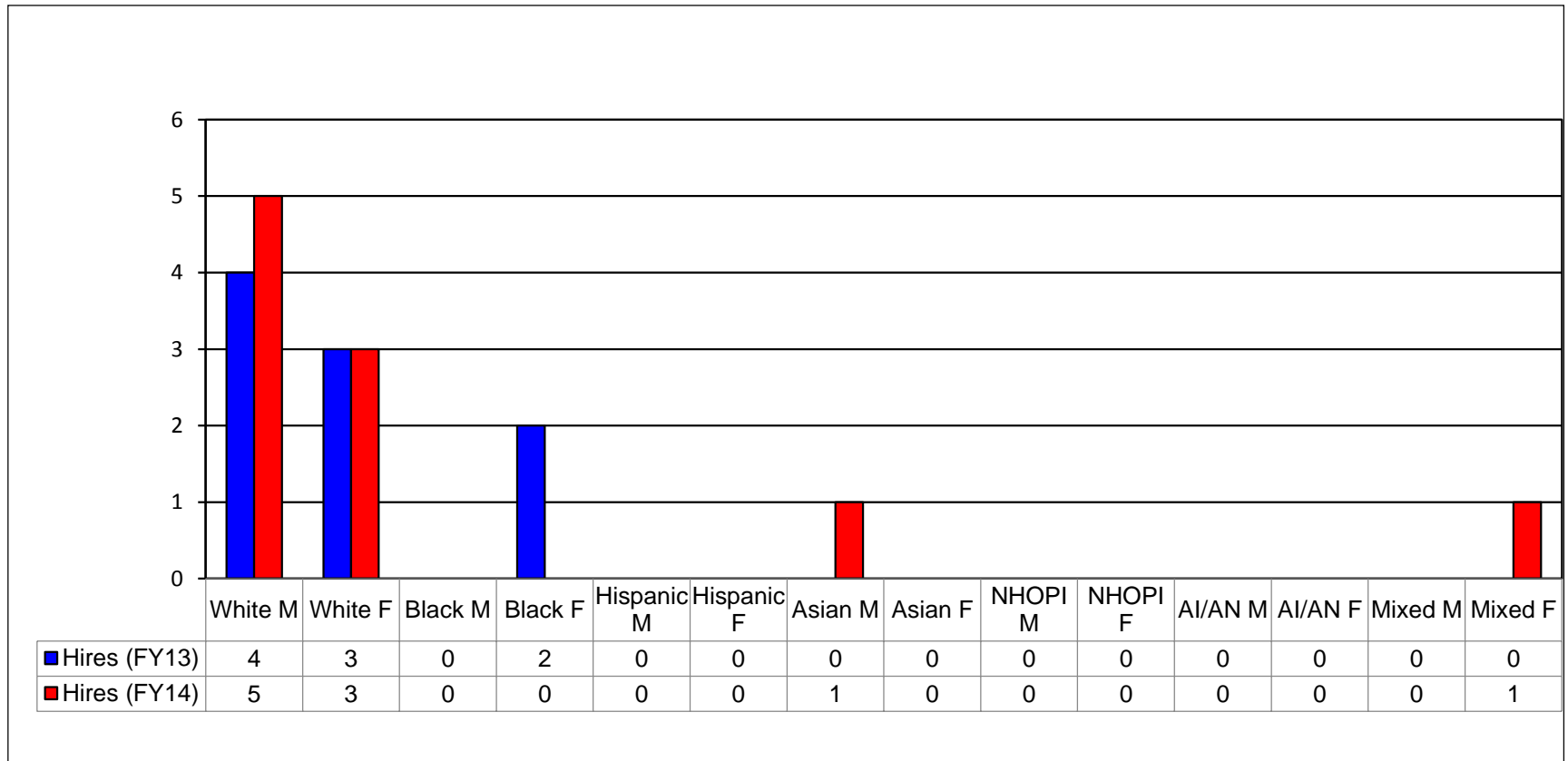
NHOPI = Native Hawaiian Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR New Hires – Permanent Full Time

Total FY 13 New Hires = 9

Total FY 14 New Hires = 10



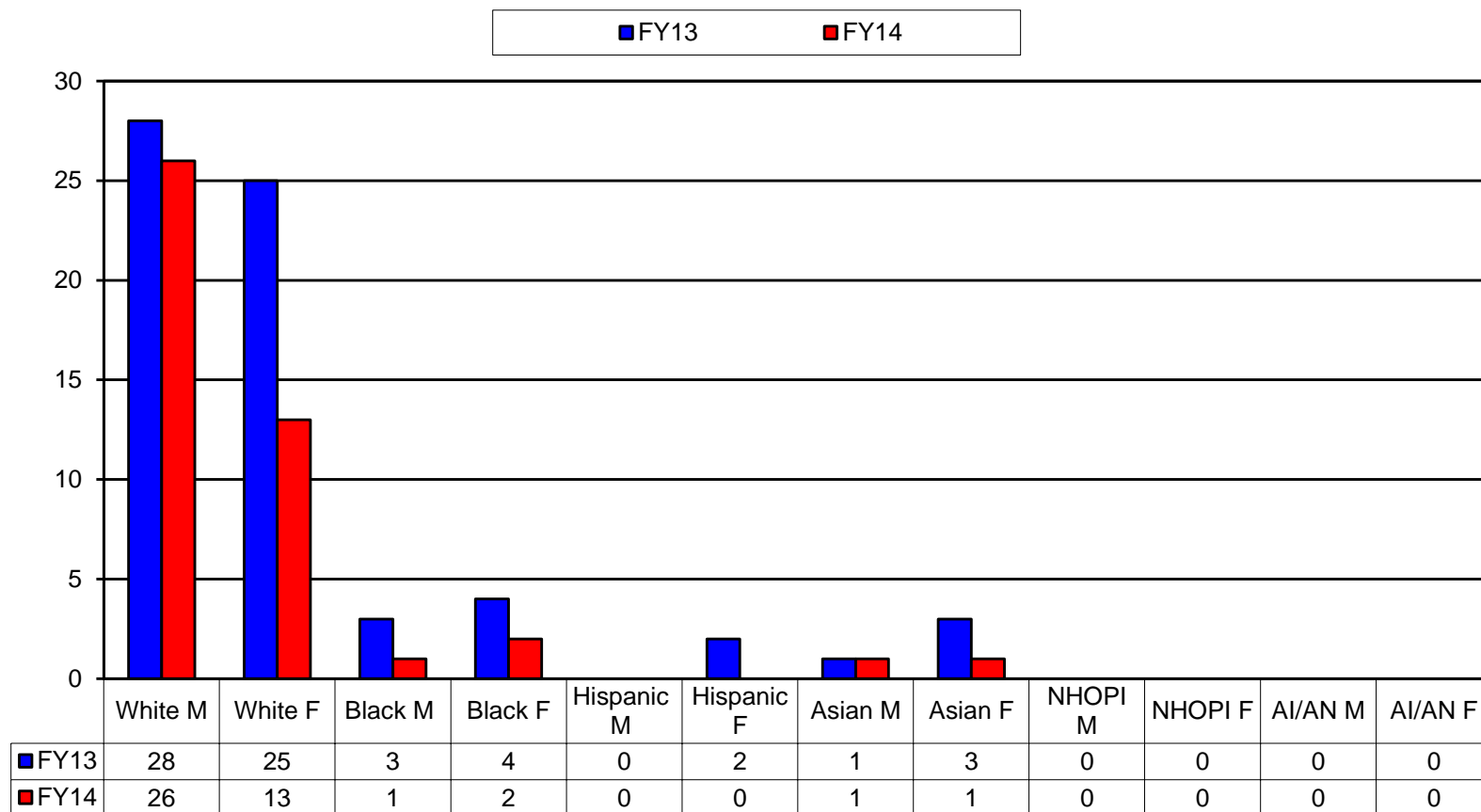
NHOPI = Native Hawaiian Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR Separations – Permanent Employees

Total FY 13 Separations = 66

Total FY 14 Separations = 45 .

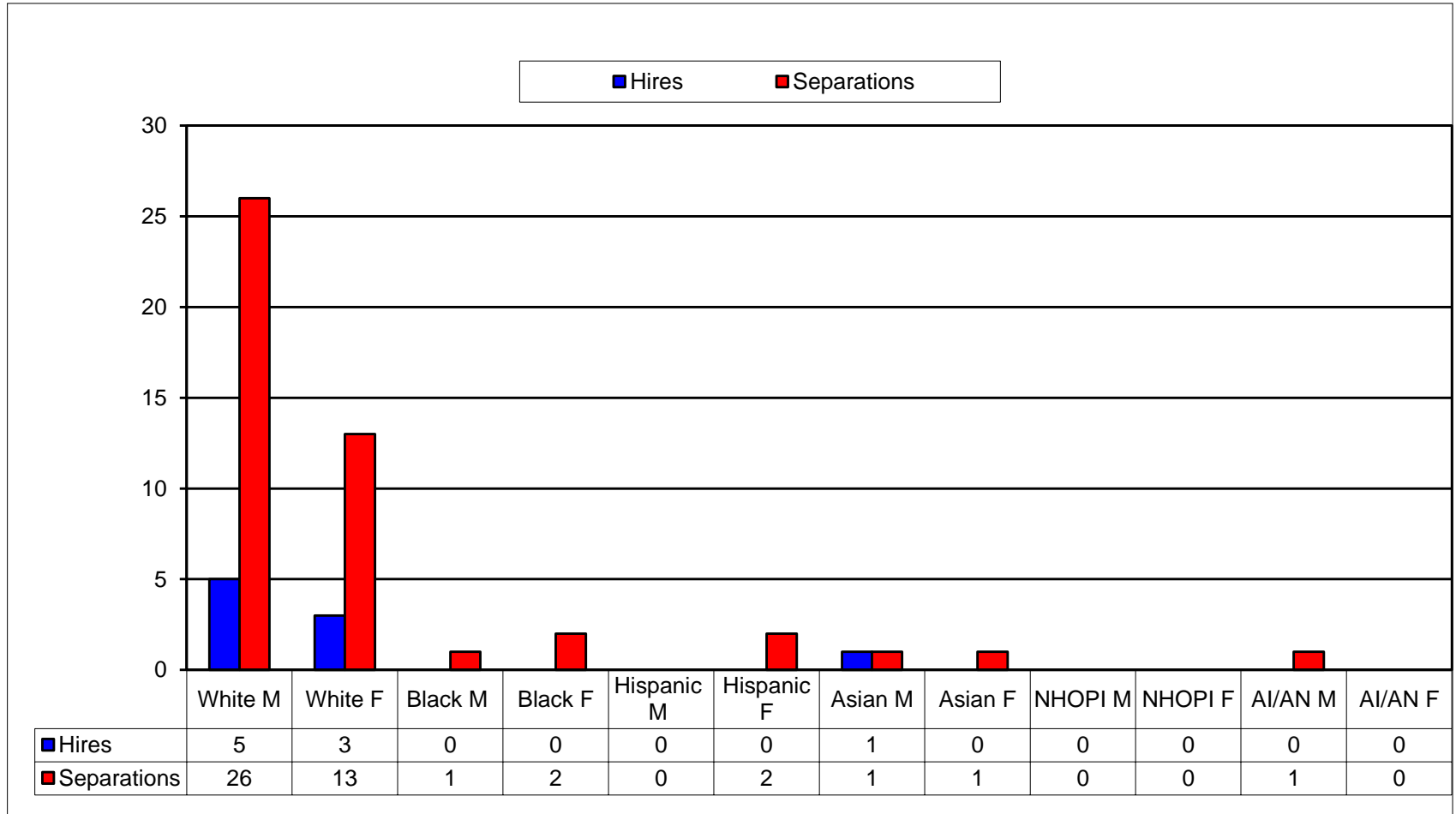


NHOPI = Native Hawaiian Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR Hires and Separations – Permanent Employees

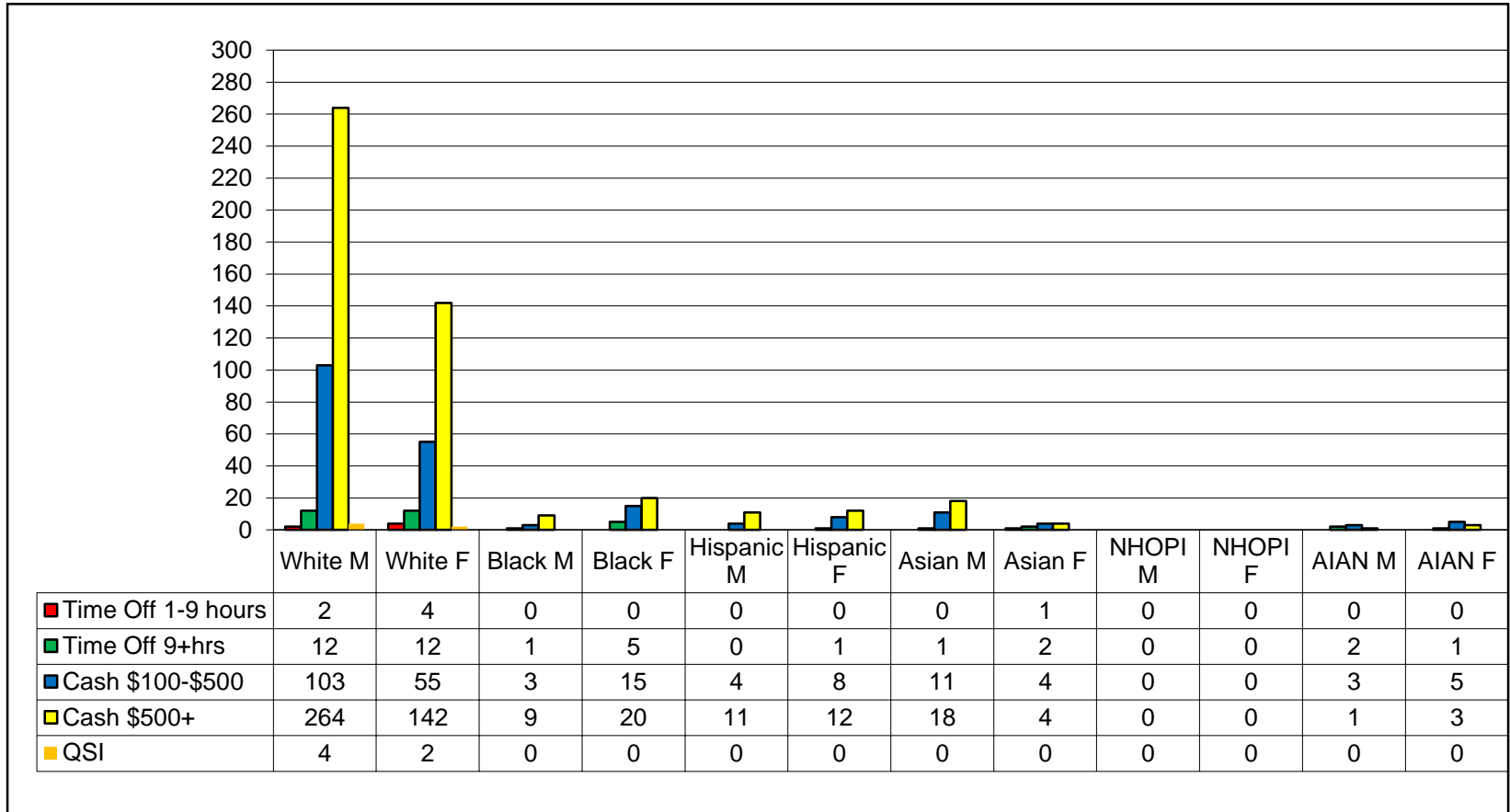
FY 14



NHOPI = Native Hawaiian Other Pacific Islander
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M= Male/ F=Female

OAR Employee Recognition and Awards Distribution by Race/Ethnicity and Sex - FY 14

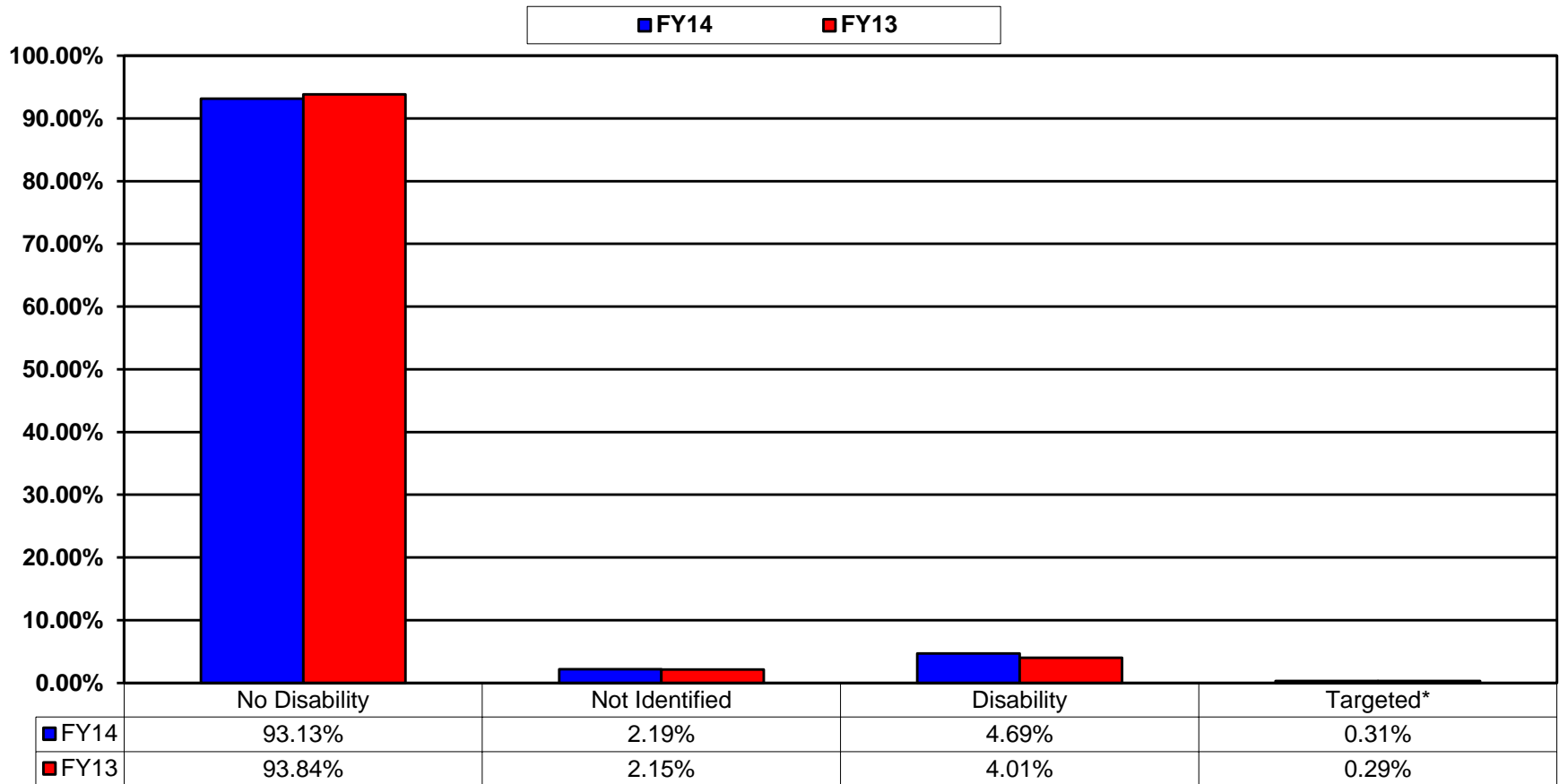


Note: Based on total awards given. Employees may have received awards twice.

NHOPI = Native Hawaiian Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

Total OAR Workforce – Distribution by Disability Status Current and Prior year



- EEOC Federal Goal for Targeted Disabilities is 2.00%
- The targeted disabilities are: Deafness, Blindness, Missing extremities, Partial paralysis, Complete paralysis, Convulsive disorders, Mental retardation, Mental illness, Distortion of limb or spine.
- The purpose of focusing on targeted disabilities is to encourage the hiring, placement, and advancement of selected individuals with disabilities in affirmative employment planning.